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ABSTRACT

Prepared as part of the California Library School Recruitment Project funded by the Library Services and Construction Act (LSCA), this report summarizes the current status of professional staffing in California's libraries. Following a brief history of the project and a summary of related research, a discussion of project methodology describes the mailing of separate surveys to the directors of 251 academic, 169 public, and 529 special libraries in California to collect data pertaining to current staff, projected need for librarians, and recent hiring. Survey results from 391 respondents are presented in 18 multi-part tables. It is concluded that: (1) minorities, especially Hispanics and Blacks, are underrepresented in California libraries; (2) in comparison with some other specializations, fewer persons are probably qualified to fill children's librarian positions; (3) there is a need for technical services librarians for public libraries; (4) the ability to speak a second language is an advantage for job seekers; and (5) respondents expect to more than double the number of children's and technical services librarians hired per year. A 23-item bibliography is provided. Appendices include the survey forms; the results of a subsequent, related survey of California library school students; and a map depicting regions used for table breakdowns. (KM)

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The Need for Librarians in California:

Report on a Survey of the State's Libraries

By KATHARINE T. A. SCARBOROUGH
Project Director
California Library School Recruitment Project

Funded by a Library Services
and Construction Act Grant
to the California Society of Librarians
a constituent group of the
California Library Association

APRIL 1987

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THE NEED FOR LIBRARIANS IN CALIFORNIA: REPORT ON A SURVEY OF THE STATE'S LIBRARIES

By

Katharine T. A. Scarborough
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Funded by a Library Services and Construction Act Grant Award
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April 1987

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EXECUTIVE SUMMARY

Many California libraries have recently experienced difficulty in filling openings for librarians, expecially in children's services, technical services, subject specializations, and in finding minorities to fill such positions. In an effort to recruit talented persons to the profession, the California Society of Librarians (CSL) formed the Library School Recruitment Committee, which was charged with the study of the perceived shortages of librarians as well as the development of a recruitment campaign.

In order to produce and distribute recruitment materials, train librarians in recruitment techniques, and conduct research on the need for librarians in California, CSL applied for and was awarded a Library Services and Construction Act grant, to be administered by the North Bay Cooperative Library System.

After a search of literature available on the need for librarians yielded inadequate data on the topic, a survey questionnaire was designed and distributed to 949 academic, special and public libraries in California. Questions were asked about current staff, projected need for librarians, and recent hiring. Responses were received from 391 libraries, including 63.3% of the 169 public libraries, 45.4% of the 251 academic libraries, and 32.1% of the 529 special libraries surveyed.

Current Staff

The survey found that the MLS degree is held by 3,012 (90.9%) of the 3,414 librarians employed by responding libraries; 78.8% of those libraries require the MLS, with 59.6% requiring an ALA-accredited MLS. Of the 3,414 librarians in the responding libraries, 966 (28.3%) are employed in academic libraries, 2079 (60.9%) in public libraries, and 369 (10.8%) in special libraries.

Survey respondents reported that librarians at each type of library filled selected specialized positions in the following proportions:

	Academic	Public	Special	Overall
Bilingual	13.6%	5.0%	2.4%	7.1%
Children's Services	0.5%	19.3%	n/a	11.9%
Ethnic Studies	1.7%	n/a	n/a	0.5%
Technical Services	22.7%	9.1%	31.4%	15.3%
Others	61.6%	66.6%	66.1%	65.2%

Important to note is the fact that the survey defined "bilingual librarian" as "a librarian whose job description includes the requirement or preference for proficiency in one or more foreign languages." Many responses indicated that, even when not part of the formal job description, the ability to speak Spanish, Chinese, Vietnamese, or other languages was desirable.

Also significant is the difference between the ethnicity of librarians as compared to the state's population at large:

	Hispanic	Black	Asian/ Pacific Islander	Native American
California overall	18.6%	7.7%	5.6%	0.1%
California librarians	3.8%	3.7%	7.0%	0.3%

The survey report points out the disparity in the proportions of Black and Hispanic librarians in particular, and also compares these figures to projections of the state's population.

Projected Need for Librarians

Responding libraries expected to hire librarians at a fairly constant level: 166.0 full-time equivalent (FTE) positions from September to December 1986, 252.7 FTE positions in 1987, 202.75 positions in 1988, and 261.5 FTE positions in 1989.

Most anticipated openings are due to attrition, rather than to the creation of new positions. Of the 882.95 openings, 292.25 or 33.1% are anticipated new positions while 590.7 or 66.9% are due to expected attrition. The highest proportion of openings due to attrition is expected for children's librarians. For this specialization, 87 new and 226 attritional openings are expected through 1989; the number of attritional openings represents more than half of the children's librarians now employed by responding libraries.

Because not all libraries responded to the survey, these projections and the breakdowns of them presented in the survey report cannot be considered total indications of California's need for librarians. However, the report does extrapolate from these figures to estimate the number of positions that might open in California from 1987 through 1989, as shown below:

Estimated positions to open for:

	Bilingual librarians	Technical services	Children's librarians	Other	Total
1987 - total	58.9	93.1	108.7	201.4	462.1
Academic	13.2	23.7	4.4	28.1	69.4
Public	39.5	22.1	104.3	139.0	304.9
Special	6.2	47.4	0.0	34.3	87.9
1988 - total	65.5	92.3	136.9	70.0	364.7
Academic	8.8	15.4	2.2	16.5	43.0
Public	47.4	36.3	134.7	37.9	256.3
Special	9.3	40.5	0.0	15.6	65.4
1989 - total	57.3	85.6	131.0	172.4	446.2
Academic	9.9	24.2	2.2	15.4	51.8
Public	44.2	42.7	128.8	141.4	357.0
Special	3.1	18.7	0.0	15.6	37.4

Asked if they expected shortages for categories of librarians about which the survey did not ask, 22 respondents mentioned automation and telecommunications specialists, 21 expected a short supply of subject specialists in business, law, medicine, or engineering, 13 named reference librarians, and 11 mentioned audiovisual librarians. Seventeen other categories were mentioned by a total of 43 respondents, and 5 expected a shortage of all types of librarians.

Recent Hiring

Responding libraries reported 681 openings for librarians between January 1984 and August 1986. Openings took an average of 3.8 months to fill, and there were an average of 11 applicants for each position. At the 114 responding academic libraries, 168 openings were reported, taking an average of 4.4 months to fill and attracting an average of 11 qualified applicants per position. The 107 responding public libraries offered 416 openings taking an average of 4.0 months to fill and attracting 10 qualified applicants each, while the 170 special libraries reported 97 openings taking an average of 2.0 months to fill with an average of 5 qualified applicants per position.

This same data was collected for several specializations of librarian, as shown below:

	Number of Openings	Avg. Months To Fill	Qualified Applicants
Children's services	93	2.9	7
Managers	67	6.2	14
Reference librarians	170	3.2	14
Subject specialists	42	4.2	9
Technical services	48	2.2	11
No specialization listed	171	3.5	10

The survey also requested data on salaries for librarians. Of the 150 openings which could be identified as entry-level, all of which were in public libraries, the average salary ranged from $23,353 to $25,899, with $15,672 the low salary and $35,366 the highest reported. Average salary ranges for recent openings by type of library and by specialization were reported as follows:

	Average Salary Range	Low	High
Overall	$24,305 - $28,359	$ 7,200	$80,000
Academic libraries	$26,252 - $32,326	$14,000	$80,000
Public libraries	$23,568 - $27,087	$10,380	$58,777
Special libraries	$23,893 - $26,534	$ 7,200	$49,920
Children's services	$22,613 - $25,954	$13,932	$40,847
Managers	$30,342 - $35,405	$15,000	$80,000
Reference librarians	$23,781 - $27,697	$14,000	$54,080
Subject specialists	$24,667 - $29,397	$17,500	$48,000
Technical services	$24,831 - $29,369	$15,000	$58,777

Conclusions

The survey results demonstrate an underrepresentation of minorities in the profession as compared with the population of California, especially among Hispanics and Blacks. The statistics regarding a current need for children's librarians are less clear, though the low number of applicants for these positions suggests that there are fewer persons qualified to fill jobs in this category as compared to some of the other specializations. By the same measure there is also a need for technical services librarians for public libraries. And, while the data indicates few positions requiring bilingualism, the ability to speak a second language is seen as a definite advantage for job seekers.

Approximately the same rate of hiring is foreseen for September, 1986 through 1989 as prevailed during January, 1984 through August, 1986. However, the respondents expect to more than double the number of children's and technical services librarians hired per year.

Survey of Library School Students

To supplement the survey of libraries, a survey questionnaire was distributed to students at California's three library schools; results are appended to the full survey report. Responses were received from 162 students: 56 from U.C. Berkeley, 61 from U.C.L.A., and 45 from San Jose State. Almost all of these students -- 97% -- planned to look for work in California or both in and out of the state.

Of the 162 respondents, 19 were Asian, 1 was Black, 2 were Hispanic, 1 was Native American, 1 was "other ethnic", 136 were white and 2 declined to state. About 69% have knowledge of languages other than English; of those, 25% claimed at least some command of Spanish.

Currently, 28.3% of California's librarians work in academic libraries, 60.9% work in public libraries, and 10.8% work in special libraries. Of projected job openings, 10.6% are in academic libraries, 81.9% are in public libraries, and 7.5% are in special libraries. However, of the students surveyed, 35% want to work in academic libraries, 28% in public libraries, and 26% in special libraries.

The student's responses showed 3.1% interested in service to linguistic minorities (though 69% had at least some knowledge of a foreign language and may possibly qualify for bilingual positions), 17.3% interested in technical services, 17.3% interested in children's services, and 49.4% interested in other specializations, including adult reference (40.1%) and management (9.3%). Additional information was collected on age and gender of students, previous occupations and degrees, concurrent enrollment in other degree programs, expected salaries, and reasons for attending library school.

ACKNOWLEDGEMENTS

A great number of people contributed to the production of this report. I first owe thanks to members of the Grant Management Committee of the California Library School Recruitment Project, who guided the development of this survey and the subsequent report: Henry Bates, Julie Dalrymple, Colleen Foster, James Healey, Terry Jacobsen, Linda Knutson, Neel Parikh and Virginia Walter were those committee members. State Library Consultant Martin Gomez also contributed significant time and energy to development of the survey form and report. Assisting with final review of survey forms were Nan Stormont Vaaler, Kathy McGreevy, Marydee Ojala, Suzanne Burwasser, Diane Rosenberger, and Collin Clark. Thanks go, too, to Collin Clark for assistance in obtaining the mailing list used for this survey.

I am indebted, as well, to the many people who reviewed and commented on the first and second drafts of this report. In addition to the Grant Management Committee members, members of the California Society of Librarian's Recruitment Committee -- Julie Dalrymple, Colleen Foster, Susana Hinojosa, Terry Jacobsen, Karen Joseph, Barbara Murray, Connie Nyhan, Anne Osborn, Brian Reynolds, Gail Schlachter, and Meryl Swanigan -- reviewed the report and were of particular assistance. Additional review and valuable comments were received from Betty Blackman, Barbara Brandes, Yale Braunstein, Karen Ceppos, Collin Clark, Evelyn Comstock, Michael Cooper, Susan Curzon, Elizabeth Eisenbach, Kathy Files, William Fisher, Nan Geschke, Liz Gish, Kathleen Heim, Catherine Howard, John Kallenberg, Carol Learmont, Margaret Myers, Marian Peters, Larry Pierce, Velda Ruddock, Marta-Luisa Sclar, Susan Starr, Diana Thomas, Sally Tseng, Nancy Van House, Sandy Vella, and Mary Wawrzonek.

Finally, special thanks to the many survey respondents without whom this report would not have been possible. I appreciate the time and thought that obviously went into many of the responses, and hope this report will serve as a valuable compilation of all the information thus provided.

INTRODUCTION

In recent years, many of California's libraries have reported an increased difficulty in finding qualified librarians to fill open positions. In particular, anecdotal information from many of these libraries has indicated the greatest problems to be in recruiting qualified children's librarian and minority candidates. Subject specialists and technical services librarians have also been seen to be in short supply.

At the same time that some of these problems have developed, the California Society of Librarians (CSL) has become more active in the area of recruitment. In 1984, CSL formed an Ad Hoc Committee on Library School Recruitment; this body became a standing committee of CSL in 1986. A major task undertaken by the committee has been the drafting of recruitment materials, including both recruitment brochures aimed at potential library school students and a handbook designed to help librarians themselves recruit. After initiating work in this area, the committee recommended that these materials be published and that more data be collected on the need for librarians as part of a statewide recruitment effort.

In order to pursue these recommendations, CSL applied for and received Library Services and Construction Act (LSCA) funding from the California State Library for the California Library School Recruitment Project. Included in the application was a proposal to "increase the awareness of the California library community on the specific needs for types of librarians of which there are shortages." Specifically, the grant called for project staff to "research and perform data collection on recruitment needs . . . as well as to prepare a report summarizing those needs."

This, then, is that report. The data provided here should help to paint a better picture of current professional staffing in California's libraries. It is hoped that this report will assist in judging future staffing needs of our libraries, help recruiters in providing an accurate picture of job prospects to those considering a library career, serve as a springboard to other study efforts in this area, and provide libraries statewide with documentation of needs.

In any such report or study, assumptions are made and methods are used which may affect the way the results present themselves. In as many instances as possible, I have attempted to indicate how these assumptions may affect the results presented. It is my hope that readers of this report will carefully consider those assumptions in interpreting and using the data presented.

RELATED RESEARCH

Much of the previous research related to library staffing resources has had a national scope. While the data compiled in these studies is largely too general to help this project meet its goals, it provides extremely useful background, as well as a context for comparison to data collected in California. The studies referred to most often for such background information are described below.

In 1975, the U.S. Bureau of Labor Statistics published the comprehensive report, Library Manpower: A Study of Demand and Supply. This publication reported the results of a two-year study that analyzed past employment trends and projected future demand for librarians and library support staff through 1985. It also projected the supply of librarians for that period. Although the report expected the number of librarians employed to increase by 23% between 1970 and 1980, this figure was later shown to be too high.

In 1983, the King Research report Library Human Resources: A Study of Supply and Demand was published. This study, updating the previous BLS report, projected the supply and demand for professional librarians through 1990 for public, academic, school and special libraries nationwide; it also developed a model of the library labor market to use in making projections. Projections indicated that "the number of positions in libraries is expected to increase modestly into the early 1980's and then level off through 1990." The study anticipated that the number of new graduates from library education programs and the number of job openings would follow the same pattern, first increasing slightly and then decreasing. However, the report also noted that there may be "increasing movement of library program graduates to non-library information professional positions" not covered by projections, and that this new market made it "impossible to project the number of jobs that will be filled by librarians."

A significant study addressing demand for librarians in California was Michael D. Cooper's California's Demand for Librarians: Projecting Future Requirements, published in 1978. In his work, Cooper developed causal models to project demand for librarians at public, academic, and school libraries in the state. His projections indicated that there would be only a slight rate of expansion of employment opportunities at public and academic libraries through 1985, that school library employment could be expected to drop slightly during the same period, and that replacement demand--that is, demand generated by the need to fill positions vacated due to retirement, death, change of occupation or other causes--would be the most important source of jobs for new librarians.

Both the Cooper and King Research reports refer to additional work in this area in their introductory sections. Further background on such research can be found in the excellent summary articles by Margaret Myers, "Library Personnel: Supply and Demand" (Drexel Library Quarterly, Summer 1981) and "The Job Market for Librarians" (Library Trends, Spring 1986).

In addition to research already completed, some studies still in progress may provide data pertinent to this recruitment project. First, the California State Department of Education is pursuing a study of public and private school libraries and media centers. Under the direction of consultant Barbara Brandes of the Program Evaluation and Research Division, the study focuses on a survey conducted during the 1985-86 school year of 15 percent of elementary and secondary schools in California. The survey collected data on facilities, staff, collections, users, and services at these school libraries. At this writing, some preliminary data has been released; the full report should be available early in 1987.

Also of interest is a survey of children's librarians being pursued by Catherine Howard of Kent State University. The survey targets newly hired children's librarians nationwide, and asks about educational background, responsibilities, qualifications, and salaries, as well as soliciting opinions on personality traits needed by children's librarians and opportunities for advancement. As of this writing, release of the results of that survey was expected during the first half of 1987.

METHODOLOGY USED BY THIS PROJECT

Before embarking on the research reported here, an initial literature search found very little data that might help answer the questions posed by the project. Census data was examined, but was not detailed enough in the area of employment statistics to be of help. The extensive statistics that the California State Library collects and publishes each year were also examined, but these do not include detailed data on minority employment or on children's librarians.

The project also assessed the value of updating previous studies and/or methods on a regional or statewide basis. In particular, the works by Cooper and by King Research suggested this approach. The King Research study itself points out that its "model and projection methods can be used . . . to develop projections for a segment of the library market, such as a state."

Two factors, however, dictated against pursuing such an effort. The first was that this project specifically needed to generate data on the status of children's librarians and minorities in the library field. No previous work uncovered in the literature search had addressed these segments of the field in a manner that might have been used as a model. It was also the case that this project was not structured to develop its own model dealing with these more detailed areas.

Another approach, analysis of job advertisements to evaluate the variation over time of numbers and types of such ads, was considered early in the project. However, this idea was abandoned as not being sufficiently accurate for the areas we wished to address. In a 1982 article in Library Compensation Review, Ellen Altman describes three job markets for librarians, noting that only the "major" library labor market of large academic and public libraries is easy to track through advertisements. This project needed to include small-town and small-college libraries, as well, however, and these elements of the "smaller" library job market advertise in ways that are often sporadic, diffuse and not easily trackable.

Accordingly, this project pursued the more direct route of surveying and reporting on the experiences and expectations of California's libraries themselves. A survey was designed to 1) collect data about the detailed areas of project interest, including minority and children's librarians in California's libraries, and 2) maximize the accuracy of data obtainable within the time and budget allotted.

A major area addressed by survey questions is the current employment status of the types of librarians with which this project has been most concerned. For example, the survey asks: how many children's librarians are there, and what proportion of the total number of librarians are they? How many technical services librarians? How many minorities are employed as librarians in California?

Because the project is concerned with library school recruitment, the survey also requests information on the product of a library school education, the master of library science degree. How many libraries now require the MLS as a condition of employment? Of those, how many require the MLS to be from an ALA-accredited program? How many of the state's librarians hold the MLS degree?

To explore the circumstances of perceived shortages, libraries were asked to report the number of qualified applicants, length of time to fill, and salary range for recent job openings for librarians. The survey also asked respondents to report the number of openings they anticipate at their libraries over the next three to four years.

After the survey of the state's libraries was formulated, it was also decided to pursue a survey of the state's library school students. Responses from future additions to California's library labor force could then be compared to data from library employers, to help identify any significant disparities.

Three versions of the survey of libraries were prepared, one each for public, academic, and special libraries. School libraries were not covered, due partly to time constraints and partly to the uncertain status of the MLS as a qualification for school librarians. The decision not to include school libraries was made primarily by members of the Recruitment Project's Grant Management Committee, and was consistent with earlier decisions by the CSL Recruitment Committee to not cover school libraries in other aspects of the project. Selected librarians from special, academic and public libraries, as well as all members of the Grant Management Committee, reviewed drafts of the survey forms. The project timeline did not allow for a pre-test. Instead, the comments of the reviewers were relied upon in developing the final survey form. The reviewers agreed that the survey forms should function well with the changes suggested.

In response to reviewers' comments, definitions of terms used were clarified and/or added to the survey. The reviewers approved of the draft definition of "librarian", adapted from the definition originally used in the King Research study. A definition of bilingual librarian was added, and a clarification of the definition of children's librarian was made. In addition, improvements in survey layout were made, to make the forms easier to read and answer. A comments section was added, as well as a space for the name of the library responding. Although there was some concern about special libraries being less candid in answering salary questions if they were also asked to provide institutional names, the need to identify the libraries and track survey responses using library names was seen as more important.

Survey forms were mailed to library directors at 251 academic, 169 public, and 529 special libraries late in July, 1986, utilizing a mailing list generated by the California State Library. A cover letter accompanying each survey form asked for responses to be returned before August 25th. Follow-up postcards were sent to libraries not responding by that date. At this time, the deadline date was extended, encouraging libraries to respond as soon as possible, with the knowledge that survey results would be reported at the CLA conference in November. At the end of September, a telephone follow-up was initiated, and members of the Committee on Library School Recruitment contacted selected non-respondents to solicit their participation.

Samples of all survey forms used, with cover letters, are included in Appendix A.

Survey results were tabulated on an IBM-compatible microcomputer, using Symphony integrated spreadsheet-database software. Six separate database files were created using this program to tabulate data from the survey of libraries. Each response was coded to enable a breakdown of data into library type and region; Symphony database statistical functions were used to analyze the data. For regional breakdowns, current jurisdictional boundaries for California's cooperative library systems were used, with the exception of the South State and Metropolitan Cooperative Library Systems. These two systems were combined into one regional breakdown covering all of Los Angeles County (see Appendix C).

SURVEY RESULTS

The tables presented in this section detail the results of the Recruitment Project's survey of California's libraries. Along with providing cumulative figures for all respondents, most of the tables break responses into subcategories by type of library, library specialty, or region, as appropriate; regions used correspond roughly to the areas of the state's cooperative library systems, as shown in Appendix C. Percentages often accompany counts of responses. In cases where subcategory sizes are so small that percentages might be misleading, they have been omitted.

1. Response rates

Of the 949 survey forms sent to libraries, 391 were returned. Table 1 breaks down these responses by type of library and region. As the table demonstrates, the rate of response was highest for public libraries, with 63.3% or 107 of those surveyed responding. The academic library response rate of 45.4% represented 114 returned surveys, while 32.1% or 170 special libraries responded.

2. Status of the MLS

Of the 391 libraries responding to the survey, 308 or 78.8% require the MLS as a condition of employment for librarians. Table 2A illustrates that academic libraries are most likely to require the MLS; 93.9% of academic libraries require the degree, while only 75.7% of public and 70.6% of special libraries require it. Of all libraries requiring the MLS, 75.6% require that the degree be ALA-accredited; there is little variation in this characteristic by library type.

Of the 3,414 librarians employed by responding libraries, 3,102 or 90.9% hold MLS degrees. Table 2B presents these figures, showing that at each type of library a higher proportion of librarians hold MLS degrees than libraries require it.

TABLE #1
NUMBER OF RESPONSES FROM CALIFORNIA LIBRARIES RECEIVED BY THE RECRUITMENT PROJECT SURVEY OF LIBRARIES

	NO. OF RESPONSES	% OF TOTAL	RESPONSE RATE
TOTAL	391	100.0%	41.2%
BY LIBRARY TYPE:			
ACADEMIC	114	29.2%	45.4%
PUBLIC	107	27.4%	63.3%
SPECIAL	170	43.5%	32.1%
BY REGION:			
NORTH STATE	14	3.6%	
NORTH BAY	19	4.9%	
MOUNTAIN-VALLEY	37	9.5%	
BAY AREA	72	18.4%	
49-99	10	2.6%	
PENINSULA	14	3.6%	
MONTEREY BAY AREA	10	2.6%	
SOUTH BAY AREA	24	6.1%	
SAN JOAQUIN VALLEY	14	3.6%	
INLAND	20	5.1%	
BLACK GOLD	17	4.3%	
METROPOLITAN	94	24.0%	
SANTIAGO	19	4.9%	
SERRA	27	6.9%	

TABLE #2A
NUMBERS AND PERCENTAGES OF SURVEYED CALIFORNIA LIBRARIES THAT REQUIRE THE MASTER OF LIBRARY SCIENCE (MLS) DEGREE AS A CONDITION OF EMPLOYMENT

	NUMBER OF LIBRARIES WITH MLS REQUIREMT	% OF LIBRARIES WITH MLS REQUIREMT	NUMBER OF LIBRARIES WITH ALA REQUIREMT	% OF ALL LIBRARIES WITH ALA REQUIREMT	% OF MLS LIBRARIES WITH ALA REQUIREMT	% OF TOTAL ALA REQ.
TOTAL	308	78.8%	233	59.6%	75.6%	100.0%
BY LIBRARY TYPE:						
ACADEMIC	107	93.9%	82	71.9%	76.6%	35.2%
PUBLIC	81	75.7%	60	56.1%	74.1%	25.8%
SPECIAL	120	70.6%	91	53.5%	75.8%	39.1%
BY REGION:						
NORTH STATE	9	64.3%	7	50.0%	77.8%	3.0%
NORTH BAY	16	84.2%	14	73.7%	87.5%	6.0%
MOUNTAIN-VALLEY	25	67.6%	19	51.4%	76.0%	8.2%
BAY AREA	58	80.6%	46	63.9%	79.3%	19.7%
49-99	6	60.0%	6	60.0%	100.0%	2.6%
PENINSULA	13	92.9%	13	92.9%	100.0%	5.6%
MONTEREY BAY AREA	8	80.0%	6	60.0%	75.0%	2.6%
SOUTH BAY AREA	18	75.0%	15	62.5%	83.3%	6.4%
SAN JOAQUIN VALLEY	10	71.4%	8	57.1%	80.0%	3.4%
INLAND	17	85.0%	12	60.0%	70.6%	5.2%
BLACK GOLD	13	76.5%	10	58.8%	76.9%	4.3%
METROPOLITAN	79	84.0%	56	59.6%	70.9%	24.0%
SANTIAGO	15	78.9%	5	26.3%	33.3%	2.1%
SERRA	21	77.8%	16	59.3%	76.2%	6.9%

TABLE #2B

NUMBERS AND PERCENTAGES OF LIBRARIANS REPORTED BY SURVEYED CALIFORNIA LIBRARIES THAT HAVE EARNED THE MASTER OF LIBRARY SCIENCE (MLS) DEGREE

	TOTAL NUMBER OF LIBRNS	% OF TOTAL LIBRNS	NUMBER OF LIBRNS WITH MLS	% OF LIBRNS WITH MLS	% OF MLS LIBRNS
TOTAL	3414	100.0%	3102	90.9%	100.0%
BY LIBRARY TYPE:					
ACADEMIC	966	28.3%	927	96.0%	29.9%
PUBLIC	2079	60.9%	1904	91.6%	61.4%
SPECIAL	369	10.8%	271	73.4%	8.7%
BY REGION:					
NORTH STATE	52	1.5%	43	82.7%	1.4%
NORTH BAY	101	3.0%	95	94.1%	3.1%
MOUNTAIN-VALLEY	142	4.2%	128	90.1%	4.1%
BAY AREA	716	21.0%	648	90.5%	20.9%
49-99	92	2.7%	83	90.2%	2.7%
PENINSULA	130	3.8%	125	96.2%	4.0%
MONTEREY BAY AREA	86	2.5%	79	91.9%	2.5%
SOUTH BAY AREA	485	14.2%	405	83.5%	13.1%
SAN JOAQUIN VALLEY	133	3.9%	127	95.5%	4.1%
INLAND	165	4.8%	156	94.5%	5.0%
BLACK GOLD	106	3.1%	97	91.5%	3.1%
METROPOLITAN	763	22.3%	735	96.3%	23.7%
SANTIAGO	285	8.3%	233	81.8%	7.5%
SERRA	158	4.6%	148	93.7%	4.8%

3. Specializations of librarians

The survey specifically asked for numbers of 1) technical services and bilingual librarians at special libraries, 2) technical services, children's, and bilingual librarians at public libraries, and 3) technical services, children's literature, ethnic studies, and bilingual librarians at academic libraries. The numbers of librarians reported for each of these specializations at each type of library and in each region are shown in Table 3A. As listed in the table, technical services librarians were most numerous of the specializations surveyed, followed by children's services librarians, bilingual librarians, and ethnic studies librarians, in that order.

Table 3B lists the percentages of librarians within each specialization. Technical services librarians accounted for 15.3% of the librarians at responding libraries, with the heaviest concentration being at special libraries. However, this result may be slightly inflated due to the fact that many "generalists" in one-person libraries appear to have labeled themselves as technical services librarians on the survey. While some respondents accounted for this when filling in the full-time equivalents (FTE) column, others did not, so the resulting figure for technical services librarians may be misleading. This situation did not appear to arise among responses from other types of libraries.

Table 3A shows 406 children's librarians at responding libraries. Nearly all of these, or 98.8%, were reported by public libraries; Table 3B shows that children's librarians account for 19.3% of all librarians reported by public libraries. The 5 remaining children's librarians included in Table 3A were reported by academic libraries having children's literature specialists.

Very few ethnic studies librarians were reported by respondents, and Table 3B indicates that only 0.5% of librarians reported fill this specialization. However, it should be noted that only 4 of the 9 UC campuses responded to the survey, and some of the non-responding libraries might be very likely to hire ethnic studies librarians. Also, such positions might be combined with other specializations. Therefore, actual use of ethnic studies librarians may not be reflected in this data.

In Table 3C, the numbers of full-time equivalent (FTE) positions devoted to each specialization are listed. Table 3D shows that the percentage of FTE positions devoted to technical services is 15.7% and the percentage devoted to children's services is 12.1%, both slightly higher than the percentage of librarians within these specialties. However, the percentage of FTE positions devoted to bilingual librarians is slightly lower, at 5.0%, than the 7.1% of librarians within the specialization shown in Table 3B.

TABLE #3A
NUMBERS OF LIBRARIANS REPORTED BY SURVEYED CALIFORNIA LIBRARIES, BY SELECTED SPECIALIZATIONS

	NUMBER OF LIBRNS	NUMBER BI-LINGUAL LIBRNS	NUMBER TECH SERVICES LIBRNS	NUMBER ETHNIC STUDIES LIBRNS	NUMBER CHILDRENS LIBRNS	NUMBER ALL OTHER LIBRNS
TOTAL	3414	244	524	17	406	2223
BY LIBRARY TYPE:						
ACADEMIC	966	131	219	16	5	595
PUBLIC	2079	104	189	1	401	1384
SPECIAL	369	9	116	0	0	244
BY REGION:						
NORTH STATE	52	0	9	0	5	38
NORTH BAY	101	0	32	0	16	53
MOUNTAIN-VALLEY	142	3	21	0	17	101
BAY AREA	716	57	129	1	75	454
49-99	92	1	16	0	17	58
PENINSULA	130	2	15	0	22	91
MONTEREY BAY AREA	86	2	12	1	9	62
SOUTH BAY AREA	485	97	40	2	52	294
SAN JOAQUIN VALLEY	133	1	28	0	20	84
INLAND	165	7	25	0	13	120
BLACK GOLD	106	0	19	0	9	78
METROPOLITAN	763	44	110	12	97	500
SANTIAGO	285	24	39	1	41	180
SERRA	158	6	29	0	13	110

TABLE #3B
PERCENTAGES OF LIBRARIANS REPORTED BY SURVEYED CALIFORNIA LIBRARIES, BY SELECTED SPECIALIZATIONS

	% OF BI-LINGUAL LIBRNS	% OF TECH SERVICES LIBRNS	% OF ETHNIC STUDIES LIBRNS	% OF CHILDRENS LIBRNS	% OF ALL OTHER LIBRNS
TOTAL	7.1%	15.3%	0.5%	11.9%	65.1%
BY LIBRARY TYPE:					
ACADEMIC	13.6%	22.7%	1.7%	0.5%	61.6%
PUBLIC	5.0%	9.1%	0.0%	19.3%	66.6%
SPECIAL	2.4%	31.4%	0.0%	0.0%	66.1%

TABLE #3C

NUMBER OF FULL-TIME EQUIVALENT (FTE) LIBRARIAN POSITIONS REPORTED BY SURVEYED CALIFORNIA LIBRARIES, BY SELECTED SPECIALIZATIONS

	NUMBER OF FTE BILINGUAL POSITIONS	NUMBER OF FTE TECHNICAL SRVCS POSITIONS	NUMBER OF FTE ETHNIC STUDIES POSITIONS	NUMBER OF FTE CHILDREN'S SERVICES POSITIONS
TOTAL	153.61	482.69	16.1	371.1
BY LIBRARY TYPE:				
ACADEMIC	48.33	200.38	15.1	4.34
PUBLIC	99.03	176.78	1	366.76
SPECIAL	6.25	105.53	0	0
BY REGION:				
NORTH STATE	0	8.5	0	4.6
NORTH BAY	0	31	0	13.25
MOUNTAIN-VALLEY	2	17.95	0	17
BAY AREA	51.78	118.51	2	62.89
49-99	1	15.35	0	16
PENINSULA	2	12.4	0	20
MONTEREY BAY AREA	0.83	10.83	1	8.34
SOUTH BAY AREA	20	35.2	1	44.25
SAN JOAQUIN VALLEY	1	26.8	0	19.2
INLAND	7	23	0	13
BLACK GOLD	0	16.2	0	9
METROPOLITAN	44	105.1	11.1	90.9
SANTIAGO	20.5	36.5	1	41
SERRA	3.5	25.35	0	11.67

TABLE #3D

PERCENTAGE OF FULL-TIME EQUIVALENT POSITIONS REPORTED

	% OF FTE BILINGUAL POSITIONS	% OF FTE TECHNICAL SRVCS POSITIONS	% OF FTE ETHNIC STUDIES POSITIONS	% OF FTE CHILDREN'S SERVICES POSITIONS
TOTAL	5.0%	15.7%	0.5%	12.1%
BY LIBRARY TYPE:				
ACADEMIC	5.5%	22.6%	1.7%	0.5%
PUBLIC	5.4%	9.6%	0.1%	20.0%
SPECIAL	1.8%	29.8%	0.0%	0.0%

It should be noted that the survey defined "bilingual librarian" as "a librarian whose job description includes the requirement or preference for proficiency in one or more foreign languages." Several respondents noted that although they did not hire bilingual librarians as such, they in fact or in practice did prefer people with language skills and had used and would continue to use this as a hiring criterion. For example, one respondent commented that "although we do not have specified bilingual positions, we do need librarians who are bilingual/bicultural in Spanish, Vietnamese, Cambodian, and Japanese." Another commented: "All job announcements list that the ability to speak Spanish is desirable. All things being equal, the ability to speak Spanish makes that person most qualified." The same respondent also commented:

> Your presumption that we would be hiring a bilingual librarian disturbs me. We hire librarians and expect they will have linguistic abilities. I think it is too bad that a knowledge of a foreign language is no longer required for an MLS.* When I went to school it was required, in fact, a reading knowledge of two languages was required and I am glad that it encouraged me to learn five other languages. We do not have positions for bilingual librarians. We have positions for librarians whom we hope will be bilingual.

Other comments indicated that librarians with bilingual skills frequently end up using those skills whether or not they were originally hired for such skills, and whether or not they are paid for them. One such respondent wrote:

> As a librarian of Hispanic origin - also bilingual - I have never been required to speak/read Spanish in any of my professional positions. However, my ability to speak and read Spanish has been a skill I have utilized in almost all of my places of employment.

Of those librarians reported as bilingual librarians, 99 or 40.6% were hired for their ability to speak Spanish. The single language in second-highest demand at reporting libraries was Chinese, with 28 or 11.5% hired for their ability to speak that language. The largest proportion of responses to the survey question on bilingual librarians, however, was in the "other" category.

In responses from public libraries, 74.0% of the bilingual librarians were Spanish-speaking, while academic and special libraries listed 62.6% and 77.8% of their bilingual librarians, respectively, as speaking "other" languages. The "other" languages named included French, German, Italian, Russian, Arabic, and Slavic languages, among others.

Table 4A gives the numbers of bilingual librarians reported by language, while Table 4B shows the percentage each language represents of the number of bilingual librarians reported. Table 4C lists the percentage that bilingual librarians for each language represent of the total number of all librarian types reported. Spanish-speaking bilingual librarians, for example, account for 2.9% of all librarians reported. In comparison, the 1980 U.S. Census reports that 3,132,690 California residents, or 13.2% of the state's population, speak Spanish at home.

[*Author's note: The library schools at San Jose State University and at University of California, Berkeley note in their bulletins that knowledge of a foreign language is desirable for admission. UCLA's library school requires reading knowledge of a foreign language for admission.]

TABLE #4A
NUMBER OF BILINGUAL LIBRARIANS REPORTED BY SURVEYED CALIFORNIA LIBRARIES

	NUMBER OF BILINGUAL LIBRARIANS HIRED AS BILINGUAL IN:					
	SPANISH	CHINESE	JAPANESE	VIETNAMESE	KOREAN	OTHER
TOTAL	99	28	8	1	3	97
BY LIBRARY TYPE:						
ACADEMIC	21	11	4	0	1	82
PUBLIC	77	16	3	1	2	8
SPECIAL	1	1	1	0	0	7
BY REGION:						
NORTH STATE	1	0	0	0	0	0
NORTH BAY	0	0	0	0	0	0
MOUNTAIN-VALLEY	1	0	1	0	0	1
BAY AREA	13	13	5	0	1	14
49-99	1	0	0	0	0	0
PENINSULA	2	0	0	0	0	0
MONTEREY BAY AREA	2	1	0	0	0	0
SOUTH BAY AREA	19	1	0	0	0	77
SAN JOAQUIN VALLEY	1	1	1	0	1	1
INLAND	4	0	0	0	0	0
BLACK GOLD	0	0	0	0	0	0
METROPOLITAN	30	10	1	1	0	2
SANTIAGO	20	2	0	0	1	1
SERRA	5	0	0	0	0	1

TABLE #4B
PERCENTAGES OF ALL LIBRARIANS REPORTED BY SURVEYED CALIFORNIA LIBRARIES TO BE BILINGUAL LIBRARIANS, BY LANGUAGE

	PERCENT OF ALL LIBRARIANS HIRED AS BILINGUAL IN:					
	SPANISH	CHINESE	JAPANESE	VIETNAMESE	KOREAN	OTHER
TOTAL	2.9%	0.8%	0.2%	0.0%	0.1%	2.8%
BY LIBRARY TYPE:						
ACADEMIC	2.2%	1.1%	0.4%	0.0%	0.1%	8.5%
PUBLIC	3.7%	0.8%	0.1%	0.0%	0.1%	0.4%
SPECIAL	0.3%	0.3%	0.3%	0.0%	0.0%	1.9%

TABLE #4C
PERCENTAGES OF BILINGUAL LIBRARIANS REPORTED BY SURVEYED CALIFORNIA LIBRARIES THAT ARE BILINGUAL IN SELECTED LANGUAGES

	PERCENT OF BILINGUAL LIBRARIANS HIRED AS BILINGUAL IN:					
	SPANISH	CHINESE	JAPANESE	VIETNAMESE	KOREAN	OTHER
TOTAL	40.6%	11.5%	3.3%	0.4%	1.2%	39.8%
BY LIBRARY TYPE:						
ACADEMIC	16.0%	8.4%	3.1%	0.0%	0.8%	62.6%
PUBLIC	74.0%	15.4%	2.9%	1.0%	1.9%	7.7%
SPECIAL	11.1%	11.1%	11.1%	0.0%	0.0%	77.8%

4. Minority librarians

The results of the survey confirm that minorities are underrepresented among the state's librarians. Table 5A tabulates the results of question 5 on the survey form, "How many ethnic minorities did your library employ as librarians as of June 30, 1986?" The table shows that responding libraries reported 224 Asians, 129 Hispanics, 125 Blacks, 15 Pacific Islanders, and 9 Native American Indians employed as librarians.

Table 5B gives the percentages these numbers represent of all librarians reported. Overall, 6.6% of librarians are Asian, 3.8% are Hispanic, 3.7% are Black, 0.4% are Pacific Islander, and 0.3% are Native American Indian. These figures can be compared to figures taken from the 1980 U.S. Census on the number of minorities in California's overall population, shown in Table 6A, as well as to projections for ethnic populations of California in Table 6B.

According to Table 6A, 18.6% of the state's population in 1980 was Hispanic, 7.7% was Black, 5.3% was Asian, 1.0% was Native American Indian, and 0.3% was Pacific Islander. The projections in Table 6B, taken from a report by the Center for Continuing Study of the California Economy, estimate that by the year 2000, the Hispanic population, in particular, will have grown to 24.4% of the state's population.

This may even be a conservative estimate; the report California 2000: A People in Transition (California Legislature, Assembly Office of Research, 1986) notes that, based on State Department of Finance figures, California's Hispanic population in 1985 was already 21% of the state's population. That same report notes that between 1970 and 1985, the Black population grew from 7% to about 8% of the state's population. During the same time period, the state's Asian population went from 3% to 8% of the total.

The most striking disparities, then, are between the proportions of Hispanics and Blacks in librarianship and in the population of the state at large, both now and in the future. Asians are the only group for which there does not appear to be a large disparity between the proportion in librarianship and the proportion in the state's population; however, if California's Asian population continues to grow at a rapid rate, this may not continue to hold true.

Note that the projections in Table 6B come from a source different than the U.S. 1980 census figures listed in Table 6A. Also note that while this projection shows the percentage of Blacks in the population dropping very slightly, the actual number of Blacks is still expected to grow. For assumptions on which this projection was based, see the original report.

TABLE #5A
NUMBERS OF MINORITY LIBRARIANS EMPLOYED BY SURVEYED CALIFORNIA LIBRARIES

	# BLACK LIBRNS	# ASIAN LIBRNS	# HISPANIC LIBRNS	# NATIVE AM LIBRNS	# PACIFIC ISL LIBRNS	#OTHER ETHNIC LIBRNS
TOTAL	125	224	129	9	15	10
BY LIBRARY TYPE:						
ACADEMIC	29	63	26	2	3	1
PUBLIC	81	130	97	7	10	8
SPECIAL	15	31	6	0	2	1
BY REGION:						
NORTH STATE	0	0	2	1	0	0
NORTH BAY	4	1	1	0	0	0
MOUNTAIN-VALLEY	7	12	4	0	1	0
BAY AREA	35	47	19	0	2	0
49-99	4	7	8	0	0	0
PENINSULA	7	8	5	0	4	0
MONTEREY BAY AREA	0	4	3	0	0	0
SOUTH BAY AREA	9	37	14	0	0	0
SAN JOAQUIN VALLEY	1	6	3	1	0	0
INLAND	3	9	6	1	0	0
BLACK GOLD	1	4	2	1	0	4
METROPOLITAN	47	72	42	3	5	5
SANTIAGO	2	8	15	1	2	1
SERRA	5	9	5	1	1	0

TABLE #5B
PERCENTAGE OF MINORITY LIBRARIANS EMPLOYED BY SURVEYED CALIFORNIA LIBRARIES

	PERCENTAGE OF ALL LIBRARIANS REPORTED AS:					
	BLACK	ASIAN	HISPANIC	NATIVE AMERICAN	PACIFIC ISLANDER	OTHER ETHNIC
TOTAL	3.7%	6.6%	3.8%	0.3%	0.4%	0.3%
BY LIBRARY TYPE:						

ACADEMIC	3.0%	6.5%	2.7%	0.2%	0.3%	0.1%
PUBLIC	3.9%	6.3%	4.7%	0.3%	0.5%	0.4%
SPECIAL	4.1%	8.4%	1.6%	0.0%	0.5%	0.3%
BY REGION:						

NORTH STATE	0.0%	0.0%	3.8%	1.9%	0.0%	0.0%
NORTH BAY	4.0%	1.0%	1.0%	0.0%	0.0%	0.0%
MOUNTAIN-VALLEY	4.9%	8.5%	2.8%	0.0%	0.7%	0.0%
BAY AREA	4.9%	6.6%	2.7%	0.0%	0.3%	0.0%
49-99	4.3%	7.6%	8.7%	0.0%	0.0%	0.0%
PENINSULA	5.4%	6.2%	3.8%	0.0%	3.1%	0.0%
MONTEREY BAY AREA	0.0%	4.7%	3.5%	0.0%	0.0%	0.0%
SOUTH BAY AREA	1.9%	7.6%	2.9%	0.0%	0.0%	0.0%
SAN JOAQUIN VALLEY	0.8%	4.5%	2.3%	0.8%	0.0%	0.0%
INLAND	1.8%	5.5%	3.6%	0.6%	0.0%	0.0%
BLACK GOLD	0.9%	3.8%	1.9%	0.9%	0.0%	3.8%
METROPOLITAN	6.2%	9.4%	5.5%	0.4%	0.7%	0.7%
SANTIAGO	0.7%	2.8%	5.3%	0.4%	0.7%	0.4%
SERRA	3.2%	5.7%	3.2%	0.6%	0.6%	0.0%

TABLE #6A
CURRENT POPULATION OF CALIFORNIA BY MAJOR ETHNIC POPULATION GROUP

(FROM THE UNITED STATES 1980 CENSUS OF POPULATION, VOLUME 1, CHAPTER C, PART 6, TABLES 58 AND 59)

	U.S. CENSUS FIGURES FOR 1980	
	#	%
TOTAL	23,667,902	100.0%
NON-HISPANIC WHITE	15,850,775	67.0%
BLACK	1,818,660	7.7%
ASIAN	1,251,014	5.3%
HISPANIC	4,393,908	18.6%
NATIVE AMERICAN	231,702	1.0%
PACIFIC ISLANDER	61,959	0.3%
OTHER ETHNIC	59,884	0.3%

TABLE #6B
PROJECTED POPULATION OF CALIFORNIA IN THE YEAR 2000 BY MAJOR ETHNIC POPULATION GROUP

(FROM "PROJECTIONS OF HISPANIC POPULATION FOR CALIFORNIA 1985-2000" BY THE CENTER FOR CONTINUING STUDY OF THE CALIFORNIA ECONOMY)

	PROJECTIONS FOR THE YEAR 2000	
	#	%
TOTAL	31,550,300	100.0%
NON-HISPANIC WHITE	18,343,200	58.1%
HISPANIC	7,713,200	24.4%
BLACK	2,390,800	7.6%
ASIAN AND OTHER	3,103,000	9.8%

5. Expectations of openings and potential shortages

Question 6 on the survey of libraries asked library directors to predict their staffing needs over the next few years, from the last four months of 1986 through the end of 1989. In devising this question, it was felt that most library directors would know their budget situations for this time frame, so that they would have some level of background knowledge from which to answer the question. This seemed to work fairly well. While a few surveys were returned with question marks in place of openings estimates for future years, the majority of respondents seemed to have definite ideas about how many librarians they would need in the short run.

Tables 7A through 7D show the overall numbers of new job openings for all types of librarians estimated by respondents through 1989 with breakdowns by library type and by region. Anticipated openings due to attrition are also shown in these tables. Figures for these estimates are given in numbers of full-time equivalent (FTE) positions.

Over the entire three and one-third year period, respondents expected a total of 882.95 openings. Of these, 292.25 were expected to be due to new positions opening up, and 590.7 were expected to open due to attrition. Over the total time period, then, about two-thirds or 66.9% of all openings were expected to be due to attrition.

In Table 7A, expected openings for the last four months of 1986 are given. Respondents listed a total of 166 openings expected during this time period, with 111.75 being due to attrition and 54.25 resulting from the creation of new positions. In 1987, as shown in Table 7B, respondents expected 252.7 openings, with 168.2 due to attrition and 84.5 newly created. Table 7C shows a slight dip in expected openings for 1988, with 75.5 new positions and 127.25 openings due to attrition expected, for a total of 202.75 FTE openings. For 1989, expectations go slightly up, with 78 probable new openings, 183.5 openings due to attrition, and 261.5 total openings expected by respondents.

TABLE #7A
TOTAL NUMBER OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES IN THE LAST FOUR MONTHS OF 1986
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	54.25	111.75	166
BY LIBRARY TYPE:			
ACADEMIC	5	14	19
PUBLIC	47.25	94.75	142
SPECIAL	2	3	5
BY REGION:			
NORTH STATE	1	3.5	4.5
NORTH BAY	0	2.25	2.25
MOUNTAIN-VALLEY	4	15	19
BAY AREA	4.5	16	20.5
49-99	4	5	9
PENINSULA	1.5	3	4.5
MONTEREY BAY AREA	4	4	8
SOUTH BAY AREA	1.5	15	16.5
SAN JOAQUIN VALLEY	3	3	6
INLAND	14	10	24
BLACK GOLD	1.75	0	1.75
METROPOLITAN	8	5	13
SANTIAGO	5	16	21
SERRA	2	11.5	13.5

TABLE #7B
TOTAL NUMBER OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES IN 1987
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	84.5	168.2	252.7
BY LIBRARY TYPE:			
ACADEMIC	16.5	15	31.5
PUBLIC	53	140	193
SPECIAL	15	13.2	28.2
BY REGION:			
NORTH STATE	5	2	7
NORTH BAY	2	1	3
MOUNTAIN-VALLEY	5	3	8
BAY AREA	14	8	22
49-99	1	3	4
PENINSULA	2.5	3	5.5
MONTEREY BAY AREA	4	0	4
SOUTH BAY AREA	1	54.5	55.5
SAN JOAQUIN VALLEY	4	6	10
INLAND	10	5	15
BLACK GOLD	3	0	3
METROPOLITAN	19	5	24
SANTIAGO	11	52.5	63.5
SERRA	3	16	19

TABLE #7C
TOTAL NUMBER OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES IN 1988
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

PROBABLE NEW OPENINGS	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	75.5	127.25	202.75
BY LIBRARY TYPE:			
ACADEMIC	8	11.5	19.5
PUBLIC	56.5	105.75	162.25
SPECIAL	11	10	21
BY REGION:			
NORTH STATE	4	9.5	13.5
NORTH BAY	0	4.25	4.25
MOUNTAIN-VALLEY	5	17.5	22.5
BAY AREA	12	20.5	32.5
49-99	0	0	0
PENINSULA	2	1	3
MONTEREY BAY AREA	4	4.5	8.5
SOUTH BAY AREA	4	11	15
SAN JOAQUIN VALLEY	2	6	8
INLAND	15	13	28
BLACK GOLD	5	7	12
METROPOLITAN	13	21	34
SANTIAGO	2	3	5
SERRA	7.5	9	16.5

TABLE #7D
TOTAL NUMBER OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES IN 1989
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	78	183.5	261.5
BY LIBRARY TYPE:			

ACADEMIC	9.5	14	23.5
PUBLIC	64.5	161.5	226
SPECIAL	4	8	12
BY REGION:			

NORTH STATE	6	5	11
NORTH BAY	1	1	2
MOUNTAIN-VALLEY	6	1	7
BAY AREA	16.5	11	27.5
49-99	2	2	4
PENINSULA	0	6	6
MONTEREY BAY AREA	4.5	2	6.5
SOUTH BAY AREA	1	53	54
SAN JOAQUIN VALLEY	4	6	10
INLAND	13	9	22
BLACK GOLD	7	5	12
METROPOLITAN	9	58.5	67.5
SANTIAGO	1	16	17
SERRA	7	8	15

Tables 8A through 8K break down the numbers of new openings expected by respondents by specialization and by year. In addition, this series of tables includes figures on the ideal numbers of new openings respondents would like to create at their libraries, given no budgetary or other such constraints. These ideal figures are given in Tables 8B, 8E, 8H, and 8K respectively, for the last four months of 1986, the year 1987, the year 1988, and the year 1989.

The figures in these tables can be compared with those in Tables 8A, 8D, 8G, and 8J, showing probable numbers of new openings for each time period by specialization. It may be appropriate to view this comparison as one between the perceived need for librarians, that is, the number required to provide a certain level of service, and the expected demand, or the number that those functioning in the economy are probably willing to pay for.

For example, Table 8D indicates that respondents expect 19.5 new FTE openings for children's librarians in 1987. Table 8E, however, shows that respondents would like to have 66.75 new FTE positions in 1987. Table 8G shows an expectation among respondents of 18.5 probable new FTE positions for technical services positions in 1988, but a desire for 69.9 FTE technical services openings. In general, this series of tables shows that library directors believe they need three to four times as many new librarian positions each year as they are likely to get.

TABLE #8A
PROBABLE NUMBERS OF NEW OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES IN THE LAST FOUR MONTHS OF 1986, BY SPECIALIZATION
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NUMBER OF NEW OPENINGS EXPECTED FOR:					
	BILINGUAL LIBRNS	TECHNICAL SRVCS LIBRNS	ETHNIC STUDIES LIBRNS	CHILDREN'S SRVCS LIBRNS	OTHER LIBRNS	TOTAL
TOTAL	9.5	11	0	20	13.75	54.25
BY LIBRARY TYPE:						
ACADEMIC	2	2	0	0	1	5
PUBLIC	7.5	8	0	20	11.75	47.25
SPECIAL	0	1	0	0	1	2
BY REGION:						
NORTH STATE	0	1	0	0	0	1
NORTH BAY	0	0	0	0	0	0
MOUNTAIN-VALLEY	0.5	0.5	0	1	2	4
BAY AREA	0	2	0	2.5	0	4.5
49-99	0	1	0	2	1	4
PENINSULA	0	0.5	0	1	0	1.5
MONTEREY BAY AREA	0	1	0	1	2	4
SOUTH BAY AREA	0	0	0	1.5	0	1.5
SAN JOAQUIN VALLEY	1	0	0	1	1	3
INLAND	3	2	0	6	3	14
BLACK GOLD	0	0	0	1	0.75	1.75
METROPOLITAN	2	3	0	2	1	8
SANTIAGO	2	0	0	1	2	5
SERRA	1	0	0	0	1	2

TABLE #8B
IDEAL NUMBERS OF NEW OPENINGS DESIRED BY SURVEYED CALIFORNIA LIBRARIES IN THE LAST FOUR MONTHS OF 1986, BY SPECIALIZATION
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	IDEAL NUMBER OF NEW OPENINGS DESIRED FOR:					
	BILINGUAL LIBRNS	TECHNICAL SRVCS LIBRNS	ETHNIC STUDIES LIBRNS	CHILDREN'S SRVCS LIBRNS	OTHER LIBRNS	TOTAL
TOTAL	58	56	3.5	61.25	38.75	217.5
BY LIBRARY TYPE:						
ACADEMIC	18	10	3	1	9	41
PUBLIC	34	23	0.5	60.25	25.75	143.5
SPECIAL	6	23	0	0	4	33
BY REGION:						
NORTH STATE	1	4	0.5	3.5	4	13
NORTH BAY	0	0	0	2.25	1	3.25
MOUNTAIN-VALLEY	1	11.5	0	14.5	3	30
BAY AREA	4	6	1	8	6	25
49-99	0	1	0	3	2	6
PENINSULA	1	1.5	0	2	0	4.5
MONTEREY BAY AREA	0	1	0	2	4	7
SOUTH BAY AREA	2	1	0	2.5	0	5.5
SAN JOAQUIN VALLEY	9	2	0	3	1	15
INLAND	8	4	1	7	5	25
BLACK GOLD	3	5	0	3	1.75	12.75
METROPOLITAN	13	12	1	7	5	38
SANTIAGO	8	2	0	2.5	3	15.5
SERRA	8	5	0	1	3	17

TABLE #8C
NUMBER OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES TO BE DUE TO ATTRITION IN THE LAST FOUR MONTHS OF 1986, BY SPECIALIZATION
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	NUMBER OF OPENINGS DUE TO ATTRITION EXPECTED FOR:					
	BILINGUAL LIBRNS	TECHNICAL SRVCS LIBRNS	ETHNIC STUDIES LIBRNS	CHILDREN'S SRVCS LIBRNS	OTHER LIBRNS	TOTAL
TOTAL	18	17.5	0	61.25	15	111.75
BY LIBRARY TYPE:						
ACADEMIC	5	5	0	1	3	14
PUBLIC	12	10.5	0	60.25	12	94.75
SPECIAL	1	2	0	0	0	3
BY REGION:						
NORTH STATE	0	0	0	3.5	0	3.5
NORTH BAY	0	0	0	2.25	0	2.25
MOUNTAIN-VALLEY	0	0	0	14.5	0.5	15
BAY AREA	4	2	0	8	2	16
49-99	1	1	0	3	0	5
PENINSULA	0	1	0	2	0	3
MONTEREY BAY AREA	0	0	0	2	2	4
SOUTH BAY AREA	7	5.5	0	2.5	0	15
SAN JOAQUIN VALLEY	0	0	0	3	0	3
INLAND	0	1	0	7	2	10
BLACK GOLD	0	1	0	3	1	5
METROPOLITAN	2	4	0	7	3	16
SANTIAGO	3	2	0	2.5	4	11.5
SERRA	1	0	0	1	0.5	2.5

TABLE #8D
PROBABLE NUMBERS OF NEW OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES IN 1987, BY SPECIALIZATION
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NUMBER OF NEW OPENINGS EXPECTED FOR:					
	BILINGUAL LIBRNS	TECHNICAL SRVCS LIBRNS	ETHNIC STUDIES LIBRNS	CHILDREN'S SRVCS LIBRNS	OTHER LIBRNS	TOTAL
TOTAL	15	22.25	0	19.5	27.75	84.5
BY LIBRARY TYPE:						
ACADEMIC	3	6.75	0	1	5.75	16.5
PUBLIC	12	5.5	0	18.5	17	53
SPECIAL	0	10	0	0	5	15
BY REGION:						
NORTH STATE	0	0.5	0	1	3.5	5
NORTH BAY	0	0	0	1	1	2
MOUNTAIN-VALLEY	0.5	0.5	0	2	2	5
BAY AREA	2	5.25	0	4.5	2.25	14
49-99	0	0	0	0	1	1
PENINSULA	0	0	0	0.5	2	2.5
MONTEREY BAY AREA	2	1	0	0	1	4
SOUTH BAY AREA	0	0	0	1	0	1
SAN JOAQUIN VALLEY	0	1	0	2	1	4
INLAND	2	3	0	3	2	10
BLACK GOLD	1	0	0	0	2	3
METROPOLITAN	3	6	0	3	7	19
SANTIAGO	4	4	0	1	2	11
SERRA	0.5	1	0	0.5	1	3

TABLE #8E
IDEAL NUMBERS OF NEW OPENINGS DESIRED BY SURVEYED CALIFORNIA LIBRARIES IN 1987, BY SPECIALIZATION
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	IDEAL NUMBER OF NEW OPENINGS DESIRED FOR:					
	BILINGUAL LIBRNS	TECHNICAL SRVCS LIBRNS	ETHNIC STUDIES LIBRNS	CHILDREN'S SRVCS LIBRNS	OTHER LIBRNS	TOTAL
TOTAL	66.5	84.65	3	66.75	96.25	317.15
BY LIBRARY TYPE:						
ACADEMIC	24	29.25	3	1	25.25	82.5
PUBLIC	38.5	23.5	0	65.75	51	178.75
SPECIAL	4	31.9	0	0	20	55.9
BY REGION:						
NORTH STATE	1	5	0	6.5	7	19.5
NORTH BAY	1	1	0	2.25	2	6.25
MOUNTAIN-VALLEY	1	11	0	16.5	4	32.5
BAY AREA	6	19.25	0	8	11.25	44.5
49-99	1	0	0	2	4	7
PENINSULA	0	3	0	3	5	11
MONTEREY BAY AREA	5	1	0	0	2	8
SOUTH BAY AREA	8	7	1	5	9	30
SAN JOAQUIN VALLEY	6	2	0	5	4.5	17.5
INLAND	7	6	1	6	7	27
BLACK GOLD	4	5	0	1	5	15
METROPOLITAN	13	16	1	7	24.5	61.5
SANTIAGO	7.5	4	0	1.5	5	18
SERRA	6	4.4	0	3	6	19.4

TABLE #8F
NUMBER OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES
TO BE DUE TO ATTRITION IN 1987, BY SPECIALIZATION
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	NUMBER OF OPENINGS DUE TO ATTRITION EXPECTED FOR:					
	BILINGUAL LIBRNS	TECHNICAL SRVCS LIBRNS	ETHNIC STUDIES LIBRNS	CHILDREN'S SRVCS LIBRNS	OTHER LIBRNS	TOTAL
TOTAL	18	17.7	0	48.5	84	168.2
BY LIBRARY TYPE:						
ACADEMIC	3	4	0	1	7	15
PUBLIC	13	8.5	0	47.5	71	140
SPECIAL	2	5.2	0	0	6	13.2
BY REGION:						
NORTH STATE	0	0	0	0	2	2
NORTH BAY	0	0	0	0	1	1
MOUNTAIN-VALLEY	0	0	0	2	1	3
BAY AREA	1	3	0	2	2	8
49-99	0	0	0	1	2	3
PENINSULA	0	0	0	3	0	3
MONTEREY BAY AREA	0	0	0	0	0	0
SOUTH BAY AREA	4	3.5	0	10.5	36.5	54.5
SAN JOAQUIN VALLEY	0	1	0	2	3	6
INLAND	0	1	0	2	2	5
BLACK GOLD	1	0	0	1	3	5
METROPOLITAN	6	6	0	20	20.5	52.5
SANTIAGO	3	2	0	4	7	16
SERRA	3	1.2	0	1	4	9.2

TABLE #8G
PROBABLE NUMBERS OF NEW OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES IN 1988, BY SPECIALIZATION
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NUMBER OF NEW OPENINGS FOR:					
	BILINGUAL LIBRNS	TECHNICAL SRVCS LIBRNS	ETHNIC STUDIES LIBRNS	CHILDREN'S SRVCS LIBRNS	OTHER LIBRNS	TOTAL
TOTAL	17	18.5	0	20	20	75.5
BY LIBRARY TYPE:						
ACADEMIC	2	2	0	0	4	8
PUBLIC	14	11.5	0	20	11	56.5
SPECIAL	1	5	0	0	5	11
BY REGION:						
NORTH STATE	1	2	0	1	0	4
NORTH BAY	0	0	0	0	0	0
MOUNTAIN-VALLEY	0.5	1	0	1.5	2	5
BAY AREA	2.5	3	0	4.5	2	12
49-99	0	0	0	0	0	0
PENINSULA	0	0	0	1	1	2
MONTEREY BAY AREA	2	0	0	2	0	4
SOUTH BAY AREA	1	1	0	1	1	4
SAN JOAQUIN VALLEY	0	0	0	1	1	2
INLAND	4	3	0	3	5	15
BLACK GOLD	0	2	0	1	2	5
METROPOLITAN	4	3	0	2	4	13
SANTIAGO	0	1	0	0	1	2
SERRA	2	2.5	0	2	1	7.5

TABLE #8H
IDEAL NUMBERS OF NEW OPENINGS DESIRED BY SURVEYED CALIFORNIA LIBRARIES IN 1988, BY SPECIALIZATION
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	IDEAL NUMBER OF NEW OPENINGS DESIRED FOR:					
	BILINGUAL LIBRNS	TECHNICAL SRVCS LIBRNS	ETHNIC STUDIES LIBRNS	CHILDREN'S SRVCS LIBRNS	OTHER LIBRNS	TOTAL
TOTAL	74.5	69.9	4.5	66.25	67	282.15
BY LIBRARY TYPE:						
ACADEMIC	19.5	21	4.5	1	17	63
PUBLIC	50	25.5	0	65.25	36	176.75
SPECIAL	5	23.4	0	0	14	42.4
BY REGION:						
NORTH STATE	2	3	0	5.5	3	13.5
NORTH BAY	0	0	0	3.25	1	4.25
MOUNTAIN-VALLEY	1	11.5	0	15	6	33.5
BAY AREA	5	11	0	11	8	35
49-99	0	0	0	0	2	2
PENINSULA	0	1	0	1	1	3
MONTEREY BAY AREA	4	1	0	2	2	9
SOUTH BAY AREA	8	12	0	2.5	9	31.5
SAN JOAQUIN VALLEY	6	2	0	5	4	17
INLAND	8	5	1	6	8	28
BLACK GOLD	4	6	0	4	3	17
METROPOLITAN	15.5	9	3.5	6	10	44
SANTIAGO	8	4	0	0	2	14
SERRA	13	4.4	0	5	8	30.4

TABLE #8I

NUMBER OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES TO BE DUE TO ATTRITION IN 1988, BY SPECIALIZATION (IN FULL-TIME EQUIVALENTS, OR FTE'S)

	NUMBER OF OPENINGS DUE TO ATTRITION EXPECTED FOR:					
	BILINGUAL LIBRNS	TECHNICAL SRVCS LIBRNS	ETHNIC STUDIES LIBRNS	CHILDREN'S SRVCS LIBRNS	OTHER LIBRNS	TOTAL
TOTAL	20	24.5	0	66.25	16.5	127.25
BY LIBRARY TYPE:						
ACADEMIC	2	5	0	1	3.5	11.5
PUBLIC	16	11.5	0	65.25	13	105.75
SPECIAL	2	8	0	0	0	10
BY REGION:						
NORTH STATE	1	2	0	5.5	1	9.5
NORTH BAY	0	1	0	3.25	0	4.25
MOUNTAIN-VALLEY	1	1	0	15	0.5	17.5
BAY AREA	3	4	0	11	2.5	20.5
49-99	0	0	0	0	0	0
PENINSULA	0	0	0	1	0	1
MONTEREY BAY AREA	0	0	0	2	2.5	4.5
SOUTH BAY AREA	5	3.5	0	2.5	0	11
SAN JOAQUIN VALLEY	0	1	0	5	0	6
INLAND	2	2	0	6	3	13
BLACK GOLD	0	1	0	4	2	7
METROPOLITAN	5	6	0	6	4	21
SANTIAGO	2	1	0	0	0	3
SERRA	1	2	0	5	1	9

TABLE #8J
PROBABLE NUMBERS OF NEW OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES IN 1989, BY SPECIALIZATION
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NUMBER OF NEW OPENINGS FOR:					
	BILINGUAL LIBRNS	TECHNICAL SRVCS LIBRNS	ETHNIC STUDIES LIBRNS	CHILDREN'S SRVCS LIBRNS	OTHER LIBRNS	TOTAL
TOTAL	16.5	16	0	29.5	16	78
BY LIBRARY TYPE:						
ACADEMIC	3.5	3	0	1	2	9.5
PUBLIC	13	11	0	28.5	12	64.5
SPECIAL	0	2	0	0	2	4
BY REGION:						
NORTH STATE	1	2	0	2	1	6
NORTH BAY	0	0	0	0	1	1
MOUNTAIN-VALLEY	0.5	1	0	2.5	2	6
BAY AREA	2.5	4.5	0	7.5	2	16.5
49-99	0	0	0	1	1	2
PENINSULA	0	0	0	0	0	0
MONTEREY BAY AREA	2.5	0	0	2	0	4.5
SOUTH BAY AREA	0	0	0	1	0	1
SAN JOAQUIN VALLEY	0	0	0	4	0	4
INLAND	3	4	0	4	2	13
BLACK GOLD	2	1	0	2	2	7
METROPOLITAN	4	1	0	2	2	9
SANTIAGO	0	1	0	0	0	1
SERRA	1	1.5	0	1.5	3	7

TABLE #8K
IDEAL NUMBERS OF NEW OPENINGS DESIRED BY SURVEYED CALIFORNIA LIBRARIES IN 1988, BY SPECIALIZATION
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	IDEAL NUMBER OF NEW OPENINGS DESIRED FOR:					
	BILINGUAL LIBRNS	TECHNICAL SRVCS LIBRNS	ETHNIC STUDIES LIBRNS	CHILDREN'S SRVCS LIBRNS	OTHER LIBRNS	TOTAL
TOTAL	72	55.4	3	68	57.5	255.9
BY LIBRARY TYPE:						
ACADEMIC	19	19	3	1	15.5	57.5
PUBLIC	50	23	0	67	35	175
SPECIAL	3	13.4	0	0	7	23.4
BY REGION:						
NORTH STATE	3	5	0	5.5	3	16.5
NORTH BAY	0	0	0	1	2	3
MOUNTAIN-VALLEY	1	10.5	0	16	4	31.5
BAY AREA	8	11	0	13	8.5	40.5
49-99	1	0	0	2	3	6
PENINSULA	0	0	0	0	1	1
MONTEREY BAY AREA	6	0	0	0	1	7
SOUTH BAY AREA	7	8	0	3.5	7	25.5
SAN JOAQUIN VALLEY	4	0	0	7	1	12
INLAND	10	5	1	6	6	28
BLACK GOLD	5	3	0	3	3	14
METROPOLITAN	13	8	2	3	6	32
SANTIAGO	6	2	0	3	4	15
SERRA	8	2.9	0	5	8	23.9

TABLE #8L
NUMBER OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES TO BE DUE TO ATTRITION IN 1989, BY SPECIALIZATION
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	NUMBER OF OPENINGS DUE TO ATTRITION EXPECTED FOR:					
	BILINGUAL LIBRNS	TECHNICAL SRVCS LIBRNS	ETHNIC STUDIES LIBRNS	CHILDREN'S SRVCS LIBRNS	OTHER LIBRNS	TOTAL
TOTAL	17	28	0	53	85.5	183.5
BY LIBRARY TYPE:						
ACADEMIC	1	8	0	0	5	14
PUBLIC	15	16	0	53	77.5	161.5
SPECIAL	1	4	0	0	3	8
BY REGION:						
NORTH STATE	1	2	0	1	1	5
NORTH BAY	0	1	0	0	0	1
MOUNTAIN-VALLEY	0	0	0	1	0	1
BAY AREA	0	3	0	5	3	11
49-99	0	1	0	0	1	2
PENINSULA	0	1	0	3	2	6
MONTEREY BAY AREA	0	0	0	0	2	2
SOUTH BAY AREA	4	3	0	13	33	53
SAN JOAQUIN VALLEY	1	0	0	3	2	6
INLAND	1	3	0	3	2	9
BLACK GOLD	0	0	0	0	5	5
METROPOLITAN	6	10	0	19	23.5	58.5
SANTIAGO	2	2	0	4	8	16
SERRA	2	2	0	1	3	8

The survey also asked about openings in the areas of specialization with which this project is most concerned, already listed. Tables 9A through 9P summarize the number of openings respondents predicted for both probable new openings and those expected due to attrition in these areas, for each year. Ethnic studies librarians are not included in this group because no such openings were predicted by respondents.

One pattern that stands out in this series of tables is the high proportion of openings that are expected to be due to attrition for children's librarians. In the case of both bilingual and technical services librarians, the number of new openings expected and those due to attrition are not much different. For example, Table 9B lists 15 new openings expected for bilingual librarians in 1987, and 18 openings due to attrition. Table 9J shows that respondents expect 22.25 probable new FTE positions for technical services librarians in 1987, and 17.7 technical services openings due to attrition. In contrast, Table 9F shows that 19.5 new openings are expected for children's librarians, and 48.5 are expected due to attrition. The pattern of openings expected is similar for 1988 and 1989, except for a slight increase in the number of technical services openings expected due to attrition.

TABLE #9A
NUMBERS OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES FOR BILINGUAL LIBRARIANS IN THE LAST FOUR MONTHS OF 1986
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	9.5	18	27.5
BY LIBRARY TYPE:			
ACADEMIC	2	5	7
PUBLIC	7.5	12	19.5
SPECIAL	0	1	1
BY REGION:			
NORTH STATE	0	0	0
NORTH BAY	0	0	0
MOUNTAIN-VALLEY	0.5	0	0.5
BAY AREA	0	4	4
49-99	0	1	1
PENINSULA	0	0	0
MONTEREY BAY AREA	0	0	0
SOUTH BAY AREA	0	7	7
SAN JOAQUIN VALLEY	1	0	1
INLAND	3	0	3
BLACK GOLD	0	0	0
METROPOLITAN	2	2	4
SANTIAGO	2	3	5
SERRA	1	1	2

TABLE #9B
NUMBERS OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES FOR BILINGUAL LIBRARIANS IN 1987
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	15	18	33
BY LIBRARY TYPE:			
ACADEMIC	3	3	6
PUBLIC	12	13	25
SPECIAL	0	2	2
BY REGION:			
NORTH STATE	0	0	0
NORTH BAY	0	0	0
MOUNTAIN-VALLEY	0.5	0	0.5
BAY AREA	2	1	3
49-99	0	0	0
PENINSULA	0	0	0
MONTEREY BAY AREA	2	0	2
SOUTH BAY AREA	0	4	4
SAN JOAQUIN VALLEY	0	0	0
INLAND	2	0	2
BLACK GOLD	1	1	2
METROPOLITAN	3	6	9
SANTIAGO	4	3	7
SERRA	0.5	3	3.5

TABLE #9C
NUMBER OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES FOR BILINGUAL LIBRARIANS IN 1988 (IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	17	20	37
BY LIBRARY TYPE:			
ACADEMIC	2	2	4
PUBLIC	14	16	30
SPECIAL	1	2	3
BY REGION:			
NORTH STATE	1	1	2
NORTH BAY	0	0	0
MOUNTAIN-VALLEY	0.5	1	1.5
BAY AREA	2.5	3	5.5
49-99	0	0	0
PENINSULA	0	0	0
MONTEREY BAY AREA	2	0	2
SOUTH BAY AREA	1	5	6
SAN JOAQUIN VALLEY	0	0	0
INLAND	4	2	6
BLACK GOLD	0	0	0
METROPOLITAN	4	5	9
SANTIAGO	0	2	2
SERRA	2	1	3

TABLE #9D
NUMBER OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES FOR BILINGUAL LIBRARIANS IN 1989
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	16.5	17	33.5
BY LIBRARY TYPE:			
ACADEMIC	3.5	1	4.5
PUBLIC	13	15	28
SPECIAL	0	1	1
BY REGION:			
NORTH STATE	1	1	2
NORTH BAY	0	0	0
MOUNTAIN-VALLEY	0.5	0	0.5
BAY AREA	2.5	0	2.5
49-99	0	0	0
PENINSULA	0	0	0
MONTEREY BAY AREA	2.5	0	2.5
SOUTH BAY AREA	0	4	4
SAN JOAQUIN VALLEY	0	1	1
INLAND	3	1	4
BLACK GOLD	2	0	2
METROPOLITAN	4	6	10
SANTIAGO	0	2	2
SERRA	1	2	3

TABLE #9E
NUMBERS OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES FOR CHILDREN'S SERVICES LIBRARIANS IN THE LAST FOUR MONTHS OF 1986
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	20	61.25	81.25
BY LIBRARY TYPE:			
ACADEMIC	0	1	1
PUBLIC	20	60.25	80.25
SPECIAL	0	0	0
BY REGION:			
NORTH STATE	0	3.5	3.5
NORTH BAY	0	2.25	2.25
MOUNTAIN-VALLEY	1	14.5	15.5
BAY AREA	2.5	8	10.5
49-99	2	3	5
PENINSULA	1	2	3
MONTEREY BAY AREA	1	2	3
SOUTH BAY AREA	1.5	2.5	4
SAN JOAQUIN VALLEY	1	3	4
INLAND	6	7	13
BLACK GOLD	1	3	4
METROPOLITAN	2	7	9
SANTIAGO	1	2.5	3.5
SERRA	0	1	1

TABLE #9F

NUMBERS OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES FOR CHILDREN'S SERVICES LIBRARIANS IN 1987 (IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	19.5	48.5	68
BY LIBRARY TYPE:			
ACADEMIC	1	1	2
PUBLIC	18.5	47.5	66
SPECIAL	0	0	0
BY REGION:			
NORTH STATE	1	0	1
NORTH BAY	1	0	1
MOUNTAIN-VALLEY	2	2	4
BAY AREA	4.5	2	6.5
49-99	0	1	1
PENINSULA	0.5	3	3.5
MONTEREY BAY AREA	0	0	0
SOUTH BAY AREA	1	10.5	11.5
SAN JOAQUIN VALLEY	2	2	4
INLAND	3	2	5
BLACK GOLD	0	1	1
METROPOLITAN	3	20	23
SANTIAGO	1	4	5
SERRA	0.5	1	1.5

TABLE #9G

NUMBERS OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES FOR CHILDREN'S SERVICES LIBRARIANS IN 1988 (IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	20	66.25	86.25
BY LIBRARY TYPE:			
ACADEMIC	0	1	1
PUBLIC	20	65.25	85.25
SPECIAL	0	0	0
BY REGION:			
NORTH STATE	1	5.5	6.5
NORTH BAY	0	3.25	3.25
MOUNTAIN-VALLEY	1.5	15	16.5
BAY AREA	4.5	11	15.5
49-99	0	0	0
PENINSULA	1	1	2
MONTEREY BAY AREA	2	2	4
SOUTH BAY AREA	1	2.5	3.5
SAN JOAQUIN VALLEY	1	5	6
INLAND	3	6	9
BLACK GOLD	1	4	5
METROPOLITAN	2	6	8
SANTIAGO	0	0	0
SERRA	2	5	7

TABLE #9H
NUMBERS OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES FOR CHILDREN'S SERVICES LIBRARIANS IN 1989
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	29.5	53	82.5
BY LIBRARY TYPE:			
ACADEMIC	1	0	1
PUBLIC	28.5	53	81.5
SPECIAL	0	0	0
BY REGION:			
NORTH STATE	2	1	3
NORTH BAY	0	0	0
MOUNTAIN-VALLEY	2.5	1	3.5
BAY AREA	7.5	5	12.5
49-99	1	0	1
PENINSULA	0	3	3
MONTEREY BAY AREA	2	0	2
SOUTH BAY AREA	1	13	14
SAN JOAQUIN VALLEY	4	3	7
INLAND	4	3	7
BLACK GOLD	2	0	2
METROPOLITAN	2	19	21
SANTIAGO	0	4	4
SERRA	1.5	1	2.5

TABLE #9I
NUMBERS OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES FOR TECHNICAL SERVICES LIBRARIANS IN THE LAST FOUR MONTHS OF 1986

(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	11	17.5	28.5
BY LIBRARY TYPE:			
ACADEMIC	2	5	7
PUBLIC	8	10.5	18.5
SPECIAL	1	2	3
BY REGION:			
NORTH STATE	1	0	1
NORTH BAY	0	0	0
MOUNTAIN-VALLEY	0.5	0	0.5
BAY AREA	2	2	4
49-99	1	1	2
PENINSULA	0.5	1	1.5
MONTEREY BAY AREA	1	0	1
SOUTH BAY AREA	0	5.5	5.5
SAN JOAQUIN VALLEY	0	0	0
INLAND	2	1	3
BLACK GOLD	0	1	1
METROPOLITAN	3	4	7
SANTIAGO	0	2	2
SERRA	0	0	0

TABLE #9J
NUMBERS OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES FOR TECHNICAL SERVICES LIBRARIANS IN 1987 (IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	22.25	17.7	39.95
BY LIBRARY TYPE:			
ACADEMIC	6.75	4	10.75
PUBLIC	5.5	8.5	14
SPECIAL	10	5.2	15.2
BY REGION:			
NORTH STATE	0.5	0	0.5
NORTH BAY	0	0	0
MOUNTAIN-VALLEY	0.5	0	0.5
BAY AREA	5.25	3	8.25
49-99	0	0	0
PENINSULA	0	0	0
MONTEREY BAY AREA	1	0	1
SOUTH BAY AREA	0	3.5	3.5
SAN JOAQUIN VALLEY	1	1	2
INLAND	3	1	4
BLACK GOLD	0	0	0
METROPOLITAN	6	6	12
SANTIAGO	4	2	6
SERRA	1	1.2	2.2

TABLE #9K
NUMBER OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES FOR TECHNICAL SERVICES LIBRARIANS IN 1988
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	18.5	24.5	43
BY LIBRARY TYPE:			
ACADEMIC	2	5	7
PUBLIC	11.5	11.5	23
SPECIAL	5	8	13
BY REGION:			
NORTH STATE	2	2	4
NORTH BAY	0	1	1
MOUNTAIN-VALLEY	1	1	2
BAY AREA	3	4	7
49-99	0	0	0
PENINSULA	0	0	0
MONTEREY BAY AREA	0	0	0
SOUTH BAY AREA	1	3.5	4.5
SAN JOAQUIN VALLEY	0	1	1
INLAND	3	2	5
BLACK GOLD	2	1	3
METROPOLITAN	3	6	9
SANTIAGO	1	1	2
SERRA	2.5	2	4.5

TABLE #9L

NUMBER OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES FOR TECHNICAL SERVICES LIBRARIANS IN 1989 (IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	16	28	44
BY LIBRARY TYPE:			

ACADEMIC	3	8	11
PUBLIC	11	16	27
SPECIAL	2	4	6
BY REGION:			

NORTH STATE	2	2	4
NORTH BAY	0	1	1
MOUNTAIN-VALLEY	1	0	1
BAY AREA	4.5	3	7.5
49-99	0	1	1
PENINSULA	0	1	1
MONTEREY BAY AREA	0	0	0
SOUTH BAY AREA	0	3	3
SAN JOAQUIN VALLEY	0	0	0
INLAND	4	3	7
BLACK GOLD	1	0	1
METROPOLITAN	1	10	11
SANTIAGO	1	2	3
SERRA	1.5	2	3.5

TABLE #9M
NUMBERS OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES FOR LIBRARIANS OTHER THAN BILINGUAL, CHILDREN'S SERVICES, OR TECHNICAL SERVICES IN THE LAST FOUR MONTHS OF 1986
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	13.75	15	28.75
BY LIBRARY TYPE:			
ACADEMIC	1	3	4
PUBLIC	11.75	12	23.75
SPECIAL	1	0	1
BY REGION:			
NORTH STATE	0	0	0
NORTH BAY	0	0	0
MOUNTAIN-VALLEY	2	0.5	2.5
BAY AREA	0	2	2
49-99	1	0	1
PENINSULA	0	0	0
MONTEREY BAY AREA	2	2	4
SOUTH BAY AREA	0	0	0
SAN JOAQUIN VALLEY	1	0	1
INLAND	3	2	5
BLACK GOLD	0.75	1	1.75
METROPOLITAN	1	3	4
SANTIAGO	2	4	6
SERRA	1	0.5	1.5

TABLE #9N
NUMBERS OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES FOR LIBRARIANS OTHER THAN BILINGUAL, CHILDREN'S SERVICES, OR TECHNICAL SERVICES IN 1987
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	27.75	84	111.75
BY LIBRARY TYPE:			

ACADEMIC	5.75	7	12.75
PUBLIC	17	71	88
SPECIAL	5	6	11
BY REGION:			

NORTH STATE	3.5	2	5.5
NORTH BAY	1	1	2
MOUNTAIN-VALLEY	2	1	3
BAY AREA	2.25	2	4.25
49-99	1	2	3
PENINSULA	2	0	2
MONTEREY BAY AREA	1	0	1
SOUTH BAY AREA	0	36.5	36.5
SAN JOAQUIN VALLEY	1	3	4
INLAND	2	2	4
BLACK GOLD	2	3	5
METROPOLITAN	7	20.5	27.5
SANTIAGO	2	7	9
SERRA	1	4	5

TABLE #90
NUMBERS OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES FOR LIBRARIANS OTHER THAN BILINGUAL, CHILDREN'S SERVICES, OR TECHNICAL SERVICES IN 1988
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	20	16.5	36.5
BY LIBRARY TYPE:			
ACADEMIC	4	3.5	7.5
PUBLIC	11	13	24
SPECIAL	5	0	5
BY REGION:			
NORTH STATE	0	1	1
NORTH BAY	0	0	0
MOUNTAIN-VALLEY	2	0.5	2.5
BAY AREA	2	2.5	4.5
49-99	0	0	0
PENINSULA	1	0	1
MONTEREY BAY AREA	0	2.5	2.5
SOUTH BAY AREA	1	0	1
SAN JOAQUIN VALLEY	1	0	1
INLAND	5	3	8
BLACK GOLD	2	2	4
METROPOLITAN	4	4	8
SANTIAGO	1	0	1
SERRA	1	1	2

TABLE #9P
NUMBERS OF OPENINGS EXPECTED BY SURVEYED CALIFORNIA LIBRARIES FOR LIBRARIANS OTHER THAN BILINGUAL, CHILDREN'S SERVICES, OR TECHNICAL SERVICES IN 1989
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

	PROBABLE NEW OPENINGS	OPENINGS DUE TO ATTRITION	TOTAL OPENINGS
TOTAL	16	85.5	101.5
BY LIBRARY TYPE:			
ACADEMIC	2	5	7
PUBLIC	12	77.5	89.5
SPECIAL	2	3	5
BY REGION:			
NORTH STATE	1	1	2
NORTH BAY	1	0	1
MOUNTAIN-VALLEY	2	0	2
BAY AREA	2	3	5
49-99	1	1	2
PENINSULA	0	2	2
MONTEREY BAY AREA	0	2	2
SOUTH BAY AREA	0	33	33
SAN JOAQUIN VALLEY	0	2	2
INLAND	2	2	4
BLACK GOLD	2	5	7
METROPOLITAN	2	23.5	25.5
SANTIAGO	0	8	8
SERRA	3	3	6

Since not all of the surveyed libraries responded, the figures in Tables 7A through 7D, 8A through 8I, and 9A through 9P do not reflect the total number of openings for librarians in California over the next few years. However, it is possible to estimate total openings by multiplying the probable numbers of new openings expected by responding libraries by the reciprocal of the response rate. The result is an approximation of the probable number of new openings that would have been expected if 100% of surveyed libraries had responded.

Because there were significant differences in the response rates for the three different library types, the specific library type response rates were used for these calculations. The results, shown in Table 10, indicate that 462.1 full-time equivalent librarian positions might be expected to be offered in 1987, 364.7 in 1988, and 446.2 in 1989. The table also shows that the highest proportion of these jobs may be offered by public libraries.

TABLE #10
ESTIMATED TOTAL NUMBERS OF LIBRARIAN POSITIONS TO OPEN FROM 1987 THROUGH 1989 IN CALIFORNIA ACADEMIC, PUBLIC, AND SPECIAL LIBRARIES, BY SPECIALIZATION
(IN FULL-TIME EQUIVALENTS, OR FTE'S)

		BILINGUAL LIBRNS	TECHNICAL SRVCS LIBRNS	ETHNIC STUDIES LIBRNS	CHILDREN'S SRVCS LIBRNS	OTHER LIBRNS	TOTAL
1987							
	TOTAL	58.9	93.1	0.0	108.7	201.4	462.1
	ACADEMIC	13.2	23.7	0.0	4.4	28.1	69.4
	PUBLIC	39.5	22.1	0.0	104.3	139.0	304.9
	SPECIAL	6.2	47.4	0.0	0.0	34.3	87.9
1988							
	TOTAL	65.5	92.3	0.0	136.9	70.0	364.7
	ACADEMIC	8.8	15.4	0.0	2.2	16.5	43.0
	PUBLIC	47.4	36.3	0.0	134.7	37.9	256.3
	SPECIAL	9.3	40.5	0.0	0.0	15.6	65.4
1989							
	TOTAL	57.3	85.6	0.0	131.0	172.4	446.2
	ACADEMIC	9.9	24.2	0.0	2.2	15.4	51.8
	PUBLIC	44.2	42.7	0.0	128.8	141.4	357.0
	SPECIAL	3.1	18.7	0.0	0.0	15.6	37.4

Respondents were also asked whether they anticipated shortages of qualified applicants for any types of librarian openings other than those for bilingual, technical services, children's, or ethnic studies. A count of answers, given in Table 11A, shows that 94 respondents, or 24.0% overall, expect such shortages. Table 11B lists the types of openings for which these shortages are anticipated. Automation and telecommunications specialists top this list, followed by subject specialists, primarily in business, law, and science.

TABLE #11A
NUMBER AND PERCENTAGE OF LIBRARIES EXPECTING SHORTAGES FOR LIBRARIANS OTHER THAN BILINGUAL, TECHNICAL SERVICES, ETHNIC STUDIES, OR CHILDREN'S SERVICES.

	NUMBER EXPECTING OTHER SHORTAGES	% EXPECTING OTHER SHORTAGES
TOTAL	94	24.0%
BY LIBRARY TYPE:		

ACADEMIC	30	26.3%
PUBLIC	33	30.8%
SPECIAL	31	18.2%
BY REGION:		

NORTH STATE	4	28.6%
NORTH BAY	2	10.5%
MOUNTAIN-VALLEY	8	21.6%
BAY AREA	14	19.4%
49-99	3	30.0%
PENINSULA	3	21.4%
MONTEREY BAY AREA	1	10.0%
SOUTH BAY AREA	8	33.3%
SAN JOAQUIN VALLEY	4	28.6%
INLAND	4	20.0%
BLACK GOLD	7	41.2%
METROPOLITAN	26	27.7%
SANTIAGO	6	31.6%
SERRA	4	14.8%

TABLE #11B
TYPES OF SHORTAGES EXPECTED BY SURVEYED CALIFORNIA LIBRARIES EXPECTING SHORTAGES FOR LIBRARIANS OTHER THAN BILINGUAL, TECHNICAL SERVICES, ETHNIC STUDIES, OR CHILDREN'S SERVICES

TYPE SHORTAGE		# RESPONDENTS NAMING EACH SHORTAGE TYPE
All librarians		5
Automation/telecomm/systems		22
Subject specialists		21
-Business	4	
-Law	5	
-Medicine	1	
-Science/Engineering	7	
Reference		13
Audio-visual/media		11
Para-professionals		6
Bibliographic instructors		4
Institutional librarians		4
Managers		4
Minorities		4
Serials librarians		3
Archivists		2
Collection development		2
Generalists		2
Inter-library loan		2
Outreach librarians		2
Part-time		2
Young adult specialists		2
Acquisitions		1
Bookmobile librarians		1
Conservation specialists		1
Information specialists		1

6. The recent past: job openings since January, 1984

The most detailed question on the survey asked libraries to list the positions for which they had actively recruited librarians between January 1984 and the present. The data collected with this question provides information on the types of positions open in the recent past. Because the survey asked about the number of qualified applicants for each position, it also provided information on the abundance of the applicant pool in California for various types of positions. It should be noted, however, that a definition of "qualified applicant" was not provided by the survey. Thus the numbers reported will represent what each respondent considered to be qualified applicants, and this may vary between libraries.

Some difficulty was encountered in tabulating the results of this question by "type opening". The wide variety of job titles used for librarian positions and specializations made it difficult to list opening types as reported and still be able to group them into meaningful categories for comparison. It was therefore necessary to list the major categories of librarian positions reported and make assumptions about uncommon job titles in assigning them to particular categories.

If these assumptions are correct, then the numbers of positions reported by respondents, with a breakdown into the most frequently mentioned of various types of positions, are as shown in Tables 12A and 12B. In Table 12A, respondents reported 681 openings for librarians since January 1984, with 168 at academic, 416 at public, and 97 at special libraries. In Table 12B, these figures break down into 93 openings for children's librarians, 67 for managers, 170 for reference librarians, 70 for technical services librarians, 42 for subject specialists, and 171 for librarians with no specialization indicated. Openings for miscellaneous specializations were not included in the table.

TABLE #12A

NUMBERS OF QUALIFIED APPLICANTS FOR AND MONTHS TAKEN TO FILL ALL TYPES OF LIBRARIAN OPENINGS BETWEEN JANUARY 1984 AND AUGUST 1986 REPORTED BY SURVEYED CALIFORNIA LIBRARIES

	# OF OPENINGS REPORTED	% OF TOTAL OPENINGS	AVERAGE # OF MONTHS TO FILL	AVERAGE # OF QUALIFIED APPLICANTS	STANDARD DEVIATION IN # OF APPLICANTS
OVERALL	681	100.0%	3.8	11	15
ACADEMIC	168	24.7%	4.4	19	23
PUBLIC	416	61.1%	4.0	10	11
SPECIAL	97	14.2%	2.0	5	7
1984	259	38.0%	5.0	10	12
1985	255	37.4%	3.2	11	15
1986	167	24.5%	2.3	13	21
NORTH STATE	6	0.9%	2.8	11	10
NORTH BAY	16	2.3%	4.2	21	10
MOUNTAIN-VALLEY	26	3.8%	2.7	18	19
BAY AREA	90	13.2%	3.5	14	17
49-99	32	4.7%	2.4	9	5
PENINSULA	28	4.1%	1.6	7	7
MONTEREY BAY AREA	20	2.9%	5.5	19	20
SOUTH BAY AREA	60	8.8%	3.5	21	30
SAN JOAQUIN VALLEY	36	5.3%	3.4	7	7
INLAND	54	7.9%	4.0	10	14
BLACK GOLD	168	24.7%	3.5	8	9
METROPOLITAN	30	4.4%	4.2	8	8
SANTIAGO	34	5.0%	9.9	7	6
SERRA	21	3.1%	1.9	9	8

TABLE #12B

NUMBERS OF QUALIFIED APPLICANTS FOR AND MONTHS TAKEN TO FILL LIBRARIAN OPENINGS BETWEEN JANUARY 1984 AND AUGUST 1986 REPORTED BY SURVEYED CALIFORNIA LIBRARIES, BY SPECIALIZATION

	# OF OPENINGS REPORTED	% OF TOTAL OPENINGS	AVERAGE # OF MONTHS TO FILL	AVERAGE # OF QUALIFIED APPLICANTS	STANDARD DEVIATION IN # OF APPLICANTS
CHILDRENS, ALL	93	13.7%	2.9	7	7
ACADEMIC	0				
PUBLIC	93		2.9	7	7
1984	28		4.0	9	9
1985	40		2.6	6	7
1986	25		1.9	6	5
LIBRARIANS(UNSP), ALL	171	25.1%	3.5	10	14
ACADEMIC	20		3.6	12	13
PUBLIC	103		4.4	14	17
SPECIAL	48		1.8	4	6
1984	69		5.0	9	13
1985	64		2.7	14	17
1986	38		1.8	6	4
MANAGERS, OVERALL	67	9.8%	6.2	14	18
ACADEMIC	20		6.1	20	25
PUBLIC	36		7.8	13	13
SPECIAL	11		2.0	6	8
1984	25		10.4	8	7
1985	23		4.0	16	14
1986	19		2.9	21	27
REFERENCE, OVERALL	170	25.0%	3.2	14	18
ACADEMIC	55		3.6	24	26
PUBLIC	107		3.0	9	10
SPECIAL	8		2.3	5	8
1984	63		3.4	14	14
1985	79		3.2	12	14
1986	28		2.5	22	33
SUBJECT SPECIALISTS, ALL	42	6.2%	4.2	9	11
ACADEMIC	24		4.2	12	14
PUBLIC	5		5.0	10	3
SPECIAL	13		3.8	4	3
1984	15		5.7	11	14
1985	12		3.8	7	11
1986	15		2.0	10	9
TECH SERVICES, OVERALL	70	10.3%	2.2	11	18
ACADEMIC	32		5.2	18	25
PUBLIC	25		4.1	6	7
SPECIAL	13		0.8	4	3
1984	30		4.7	7	10
1985	19		4.4	11	23
1986	21		2.5	16	20

Tables 13A and 13B show the number of positions reported as still open or never filled as of August 1986, the month when most survey forms were completed and returned. Table 13A gives overall figures, while Table 13B gives figures by specialization.

Note that one of the largest categories listed in these tables as well as Tables 12A and 12B is "Librarian(unspecified)". Many positions were listed simply as "librarian" by respondents, or listed as Librarians I, II, III, IV, or a similar equivalent, without an indication of whether the position involved doing a specialized sort of library work or not. It is impossible to know how many of these positions might be generalist positions, and how many might be involved with one of the specialty areas listed.

TABLE #13A
NUMBERS OF ALL TYPES OF LIBRARIAN POSITIONS REPORTED AS STILL OPEN OR NEVER FILLED AS OF AUGUST 1986 BY SURVEYED CALIFORNIA LIBRARIES

	# OF OPENINGS REPORTED	% OF TOTAL OPENINGS	# STILL OPEN	# NEVER FILLED	AVERAGE # APPLICANTS
OVERALL	655	100.0%	63	32	12
ACADEMIC	158	24.1%	23	4	18
PUBLIC	403	61.5%	30	26	10
SPECIAL	94	14.4%	10	2	7
1984	221	33.7%		4	11
1985	266	40.6%		16	12
1986	168	25.6%		12	11
NORTH STATE	6	0.9%	0	0	11
NORTH BAY	16	2.4%	3	0	19
MOUNTAIN-VALLEY	26	4.0%	3	1	16
BAY AREA	84	12.8%	1	0	15
49-99	32	4.9%	3	0	9
PENINSULA	28	4.3%	3	3	7
MONTEREY BAY AREA	20	3.1%	0	1	17
SOUTH BAY AREA	57	8.7%	14	0	19
SAN JOAQUIN VALLEY	35	5.3%	0	1	15
INLAND	53	8.1%	8	8	10
BLACK GOLD	161	24.6%	12	16	8
METROPOLITAN	29	4.4%	2	2	7
SANTIAGO	32	4.9%	5	0	9
SERRA	20	3.1%	2	0	9

TABLE #13B
NUMBERS OF LIBRARIAN POSITIONS REPORTED AS STILL OPEN OR NEVER FILLED AS OF AUGUST 1986 BY SURVEYED CALIFORNIA LIBRARIES, BY SPECIALIZATION

	# OF OPENINGS REPORTED	% OF TOTAL OPENINGS	# STILL OPEN	# NEVER FILLED	AVERAGE # APPLICANTS
CHILDRENS, OVERALL	93	14.2%	9	7	8
ACADEMIC	0		0	0	n/a
PUBLIC	93		9	7	8
1984	25			1	9
1985	41			3	7
1986	27			3	6
LIBRARIANS(UNSP), ALL	171	26.1%	14	5	11
ACADEMIC	20		3	0	12
PUBLIC	103		6	5	14
SPECIAL	48		5	0	5
1984	62			1	11
1985	67			2	14
1986	42			2	5
MANAGERS, OVERALL	67	10.2%	6	1	13
ACADEMIC	20		2	1	18
PUBLIC	36		4	0	12
SPECIAL	11		0	0	5
1984	21			1	8
1985	26			0	14
1986	20			0	17
REFERENCE, OVERALL	170	26.0%	11	9	14
ACADEMIC	55		5	1	24
PUBLIC	107		6	7	10
SPECIAL	8		0	1	5
1984	59			1	13
1985	83			4	13
1986	28			4	21
SUBJECT SPECIALISTS, ALL	42	6.4%	9	3	14
ACADEMIC	24		8	1	24
PUBLIC	5		0	1	10
SPECIAL	13		1	1	5
1984	14			0	13
1985	13			3	13
1986	15			0	21
TECH SERVICES, OVERALL	48	7.3%	7	3	11
ACADEMIC	22		4	4	16
PUBLIC	16		1	2	7
SPECIAL	10		2	0	7
1984	17			0	10
1985	15			2	12
1986	16			1	10

Some but not all position names listed by public library respondents indicated whether they were entry level positions. For those that did indicate that they were entry level, response figures are shown in Tables 14A through 14C. Table 14A indicates that entry level salaries averaged $22,353 to $25,899 per year for openings reported since January 1984. Table 14B shows that 151 entry level openings were reported at public libraries during that time, with an average of 12 qualified applicants applying for each position open. In Table 14C, 6 of those positions are listed as still open and 11 as never filled as of August 1986.

TABLE #14A
SALARIES REPORTED BY SURVEYED CALIFORNIA LIBRARIES FOR ENTRY LEVEL LIBRARIANS

	AVERAGE LOW SALARIES	AVERAGE HIGH SALARIES	MINIMUM LOW SALARIES	MAXIMUM HIGH SALARIES	NUMBER REPORTING SALARIES
ENTRY LEVEL, OVERALL	$22,353	$25,899	$15,672	$35,366	132
ACADEMIC	n/a	n/a	n/a	n/a	0
PUBLIC	$22,353	$25,899	$15,672	$35,366	132
SPECIAL	n/a	n/a	n/a	n/a	0
1984	$21,107	$25,036	$16,243	$35,366	43
1985	$22,605	$25,748	$15,672	$33,636	66
1986	$23,959	$27,943	$19,512	$32,436	23

TABLE #14B
NUMBER OF APPLICANTS AND TIME TO FILL FOR RECENT ENTRY LEVEL OPENINGS

	# OF OPENINGS REPORTED	% OF TOTAL OPENINGS	AVERAGE # OF MONTHS TO FILL	AVERAGE # OF QUALIFIED APPLICANTS	STANDARD DEVIATION IN # OF APPLICANTS
ENTRY LEVEL, OVERALL	151	22.17%	3.52	12	15
ACADEMIC	0		n/a	n/a	n/a
PUBLIC	151		3.52	12	15
SPECIAL	0		n/a	n/a	n/a
1984	53		4.72	15	16
1985	72		3.02	12	15
1986	26		1.86	6	6

TABLE #14C
ENTRY LEVEL POSITIONS REPORTED BY SURVEYED CALIFORNIA LIBRARIES AS STILL OPEN OR NEVER FILLED AS OF AUGUST 1986

	# OF OPENINGS REPORTED	% OF TOTAL OPENINGS	# STILL OPEN	# NEVER FILLED	AVERAGE # APPLICANTS
OVERALL	151	22.17%	6	11.00	13
ACADEMIC	0		0	0.00	n/a
PUBLIC	151		6	11.00	13
SPECIAL	0		0	0.00	n/a
1984	53			2.00	15
1985	72			3.00	14
1986	26			6.00	10

7. Salaries

The survey asked for salaries to be reported in two ways. First, it asked for current salary ranges for those job classifications that were of most interest to the project. Second, it asked for salary ranges offered with the job openings that have occurred over the last three years. With the latter, it is possible to compare children's librarianship, for example, to other job types within the field and see how these areas of librarianship have fared in relation to each other. Requesting current salary ranges ensured up-to-date information for positions of most concern to the project.

Current salary ranges reported for bilingual, technical services, ethnic studies, and children's librarians, are shown in Tables 15A through 15D. These salaries range from an average range of $23,568 to $29,936 for children's librarians to $29,293 to $41,382 for ethnic studies librarians. Current yearly salary ranges for children's, technical services, and bilingual librarians are not significantly different, according to these tables.

Salary ranges reported for recent job openings are listed in Tables 16A and 16B, showing minimum, average, and maximum figures reported for various types of openings. The highest salary reported, according to Table 16A, was $80,000 per year, while the lowest was $7,200. The average salary range for job openings between January 1984 and August 1986 was $24,305 to $28,359 per year. The highest average salary range was for positions offered by academic libraries.

Table 16B breaks these figures down by type of opening, and helps to pinpoint the areas of specialization for librarians in which the highest and lowest salaries have recently been awarded. For example, the high salary reported by respondents of $80,000 per year is shown in Table 16B to have been for a manager's position at an academic library. The low salary of $7,200 per year was offered by a special library for a librarian position without specialization indicated.

TABLE #15A
CURRENT ANNUAL SALARY RANGES REPORTED BY SURVEYED CALIFORNIA LIBRARIES FOR BILINGUAL LIBRARIANS

	AVERAGE LOW SALARY	AVERAGE HIGH SALARY	MINIMUM LOW SALARY	MINIMUM HIGH SALARY	MAXIMUM LOW SALARY	MAXIMUM HIGH SALARY
OVERALL	$24,831	$30,875	$12,658	$18,000	$43,680	$60,000
BY LIBRARY TYPE:						
ACADEMIC	$29,349	$34,221	$16,000	$18,000	$43,680	$54,696
PUBLIC	$21,675	$27,958	$12,658	$20,324	$27,976	$41,838
SPECIAL	$26,828	$35,828	$24,000	$24,712	$33,600	$60,000
BY REGION:						
NORTH STATE	$18,210	$18,210	$18,210	$18,210	$18,210	$18,210
NORTH BAY	n/a	n/a	n/a	n/a	n/a	n/a
MOUNTAIN-VALLEY	$21,211	$22,412	$16,722	$20,324	$24,712	$24,712
BAY AREA	$26,417	$36,012	$12,658	$22,200	$40,000	$60,000
49-99	$16,452	$23,712	$16,452	$23,712	$16,452	$23,712
PENINSULA	$23,871	$32,549	$22,752	$27,672	$25,418	$39,088
MONTEREY BAY AREA	$32,340	$32,340	$21,000	$21,000	$43,680	$43,680
SOUTH BAY AREA	$27,976	$39,540	$27,976	$39,540	$27,976	$39,540
SAN JOAQUIN VALLEY	n/a	n/a	n/a	n/a	n/a	n/a
INLAND	$21,143	$25,321	$19,260	$24,648	$23,000	$26,424
BLACK GOLD	n/a	n/a	n/a	n/a	n/a	n/a
METROPOLITAN	$28,069	$29,991	$16,000	$18,000	$40,000	$40,000
SANTIAGO	$21,881	$27,957	$16,843	$21,336	$26,532	$35,448
SERRA	$21,704	$31,800	$21,240	$24,564	$22,276	$45,000

TABLE #15B
CURRENT ANNUAL SALARIES REPORTED BY SURVEYED CALIFORNIA LIBRARIES FOR TECHNICAL SERVICES LIBRARIANS

	AVERAGE LOW SALARY	AVERAGE HIGH SALARY	MINIMUM LOW SALARY	MINIMUM HIGH SALARY	MAXIMUM LOW SALARY	MAXIMUM HIGH SALARY
OVERALL	$24,029	$30,912	$10,000	$10,000	$45,500	$58,777
BY LIBRARY TYPE:						
ACADEMIC	$26,073	$35,386	$15,000	$18,000	$45,500	$54,696
PUBLIC	$23,130	$29,974	$14,000	$15,096	$35,892	$58,777
SPECIAL	$22,505	$26,372	$10,000	$10,000	$32,000	$44,500
BY REGION:						
NORTH STATE	$22,499	$24,462	$15,408	$19,140	$32,000	$32,000
NORTH BAY	$24,205	$33,453	$17,940	$21,060	$36,672	$46,392
MOUNTAIN-VALLEY	$24,073	$26,464	$15,000	$15,000	$39,920	$39,920
BAY AREA	$23,943	$32,411	$16,000	$16,000	$38,000	$58,777
49-99	$17,331	$22,729	$13,860	$13,860	$20,800	$38,304
PENINSULA	$26,534	$35,105	$22,752	$26,000	$37,000	$44,500
MONTEREY BAY AREA	$19,326	$27,542	$15,000	$21,000	$23,000	$40,000
SOUTH BAY AREA	$29,737	$34,733	$22,000	$22,000	$42,000	$42,500
SAN JOAQUIN VALLEY	$23,329	$29,869	$14,000	$18,000	$33,408	$46,392
INLAND	$24,452	$32,474	$19,212	$20,000	$35,000	$42,648
BLACK GOLD	$21,836	$30,255	$14,000	$20,000	$35,000	$42,408
METROPOLITAN	$24,851	$31,854	$10,000	$10,000	$45,500	$53,472
SANTIAGO	$24,908	$29,830	$16,236	$20,736	$30,000	$41,160
SERRA	$19,803	$29,344	$15,000	$17,500	$23,820	$45,000

TABLE #15C
CURRENT ANNUAL SALARY RANGES REPORTED BY SURVEYED CALIFORNIA LIBRARIES FOR ETHNIC STUDIES LIBRARIES

	AVERAGE LOW SALARY	AVERAGE HIGH SALARY	MINIMUM LOW SALARY	MINIMUM HIGH SALARY	MAXIMUM LOW SALARY	MAXIMUM HIGH SALARY
OVERALL	$29,293	$41,382	$21,192	$25,000	$48,434	$53,472
BY LIBRARY TYPE:						
ACADEMIC	$29,293	$41,382	$21,192	$25,000	$48,434	$53,472
PUBLIC	n/a	n/a	n/a	n/a	n/a	n/a
SPECIAL	n/a	n/a	n/a	n/a	n/a	n/a
BY REGION:						
NORTH STATE	n/a	n/a	n/a	n/a	n/a	n/a
NORTH BAY	n/a	n/a	n/a	n/a	n/a	n/a
MOUNTAIN-VALLEY	n/a	n/a	n/a	n/a	n/a	n/a
BAY AREA	$25,000	$25,000	$25,000	$25,000	$25,000	$25,000
49-99	n/a	n/a	n/a	n/a	n/a	n/a
PENINSULA	n/a	n/a	n/a	n/a	n/a	n/a
MONTEREY BAY AREA	n/a	n/a	n/a	n/a	n/a	n/a
SOUTH BAY AREA	n/a	n/a	n/a	n/a	n/a	n/a
SAN JOAQUIN VALLEY	n/a	n/a	n/a	n/a	n/a	n/a
INLAND	n/a	n/a	n/a	n/a	n/a	n/a
BLACK GOLD	n/a	n/a	n/a	n/a	n/a	n/a
METROPOLITAN	$31,645	$51,793	$21,192	$48,434	$48,434	$53,472
SANTIAGO	$26,532	$26,532	$26,532	$26,532	$26,532	$26,532
SERRA	n/a	n/a	n/a	n/a	n/a	n/a

TABLE #15D
CURRENT ANNUAL SALARY RANGES REPORTED BY SURVEYED CALIFORNIA LIBRARIES FOR CHILDREN'S SERVICES LIBRARIANS

	AVERAGE LOW SALARY	AVERAGE HIGH SALARY	MINIMUM LOW SALARY	MINIMUM HIGH SALARY	MAXIMUM LOW SALARY	MAXIMUM HIGH SALARY
OVERALL	$23,568	$29,936	$15,408	$16,104	$43,000	$53,718
BY LIBRARY TYPE: -----------						
ACADEMIC	$30,021	$35,654	$20,000	$20,000	$42,264	$53,472
PUBLIC	$23,143	$29,560	$15,408	$16,104	$43,000	$53,718
SPECIAL	n/a	n/a	n/a	n/a	n/a	n/a
BY REGION: --------						
NORTH STATE	$17,804	$21,725	$15,408	$19,140	$19,140	$25,000
NORTH BAY	$19,585	$22,812	$16,104	$16,104	$22,900	$27,851
MOUNTAIN-VALLEY	$21,679	$23,308	$17,480	$21,247	$24,480	$24,705
BAY AREA	$25,828	$32,201	$19,980	$22,576	$36,000	$48,363
49-99	$19,977	$28,527	$18,444	$23,712	$22,620	$38,304
PENINSULA	$24,527	$33,237	$22,752	$30,684	$26,156	$38,646
MONTEREY BAY AREA	$20,475	$23,871	$20,004	$21,000	$21,000	$25,188
SOUTH BAY AREA	$29,555	$38,266	$25,376	$28,503	$43,000	$53,718
SAN JOAQUIN VALLEY	$20,717	$24,033	$18,000	$20,406	$25,000	$28,000
INLAND	$26,899	$32,402	$19,212	$23,460	$42,264	$42,264
BLACK GOLD	$23,236	$36,790	$19,835	$32,328	$26,484	$42,408
METROPOLITAN	$23,984	$32,034	$19,524	$20,000	$31,563	$53,472
SANTIAGO	$23,534	$27,329	$16,236	$20,736	$27,348	$33,120
SERRA	$21,462	$27,603	$19,260	$25,764	$23,820	$30,869

TABLE #16A
SALARY RANGES REPORTED BY SURVEYED CALIFORNIA LIBRARIES FOR RECENT JOB OPENINGS, BY TYPE OF OPENING

	AVERAGE LOW SALARIES	AVERAGE HIGH SALARIES	MINIMUM LOW SALARIES	MAXIMUM HIGH SALARIES	NUMBER REPORTING SALARIES
CHILDRENS, ALL	$22,613	$25,954	$13,932	$40,847	80
ACADEMIC	n/a	n/a	n/a	n/a	0
PUBLIC	$22,613	$25,954	$13,932	$40,847	80
1984	$21,857	$25,623	$13,932	$40,847	25
1985	$22,547	$24,732	$15,672	$37,100	34
1986	$23,622	$28,325	$19,512	$35,892	21
LIBRARIANS(UNSP), ALL	$22,899	$26,296	$7,200	$48,864	148
ACADEMIC	$24,574	$26,057	$16,000	$43,680	18
PUBLIC	$22,322	$26,526	$15,855	$36,084	92
SPECIAL	$23,504	$25,853	$7,200	$48,864	38
1984	$21,537	$24,635	$7,200	$35,366	58
1985	$23,514	$26,813	$15,855	$43,680	59
1986	$24,278	$28,421	$16,500	$48,864	31
MANAGERS, OVERALL	$30,342	$35,405	$15,000	$80,000	60
ACADEMIC	$30,807	$39,694	$15,000	$80,000	17
PUBLIC	$31,725	$35,668	$15,000	$55,488	32
SPECIAL	$25,599	$28,014	$17,500	$45,000	11
1984	$29,852	$32,741	$15,000	$55,488	22
1985	$32,017	$37,438	$17,500	$55,000	19
1986	$29,233	$36,458	$15,000	$80,000	19
REFERENCE, OVERALL	$23,781	$27,697	$14,000	$54,080	142
ACADEMIC	$26,249	$31,862	$14,000	$54,080	52
PUBLIC	$22,451	$25,454	$15,672	$37,308	82
SPECIAL	$21,375	$23,625	$19,000	$36,000	8
1984	$22,776	$26,830	$15,600	$54,080	49
1985	$23,928	$27,657	$14,000	$54,080	68
1986	$25,353	$29,506	$18,000	$45,760	25
SUBJECT SPECIALISTS, ALL	$24,667	$29,397	$17,500	$48,000	36
ACADEMIC	$24,331	$30,031	$17,500	$42,228	21
PUBLIC	$23,392	$24,961	$19,284	$35,328	4
SPECIAL	$25,773	$29,800	$19,000	$48,000	11
1984	$22,581	$26,103	$18,024	$48,000	13
1985	$25,673	$27,504	$21,000	$34,000	11
1986	$26,005	$34,700	$17,500	$42,228	12
TECH SERVICES, OVERALL	$24,831	$29,369	$15,000	$58,777	63
ACADEMIC	$25,302	$31,578	$15,000	$53,300	29
PUBLIC	$24,556	$27,981	$17,124	$58,777	21
SPECIAL	$24,225	$26,686	$19,000	$49,920	13
1984	$26,499	$29,593	$17,500	$58,777	24
1985	$23,662	$28,106	$17,124	$53,300	19
1986	$23,939	$30,301	$15,000	$48,648	20

TABLE #16B
SALARY RANGES REPORTED BY SURVEYED CALIFORNIA LIBRARIES FOR LIBRARIAN JOB OPENINGS BETWEEN JANUARY 1984 AND AUGUST 1986, ALL TYPES

	AVERAGE LOW SALARY	AVERAGE HIGH SALARY	MINIMUM LOW SALARY	MAXIMUM HIGH SALARY
OVERALL	$24,305	$28,359	$7,200	$80,000
ACADEMIC	$26,252	$32,326	$14,000	$80,000
PUBLIC	$23,568	$27,087	$10,380	$58,777
SPECIAL	$23,893	$26,534	$7,200	$49,920
1984	$23,677	$27,445	$7,200	$58,777
1985	$24,358	$27,816	$14,000	$55,000
1986	$25,142	$30,523	$10,380	$80,000
NORTH STATE	$21,519	$24,853	$13,932	$35,000
NORTH BAY	$22,353	$28,726	$19,386	$45,000
MOUNTAIN-VALLEY	$23,641	$26,981	$15,855	$42,228
BAY AREA	$25,587	$30,571	$11,440	$58,777
49-99	$19,984	$23,537	$10,380	$37,000
PENINSULA	$26,891	$32,585	$19,687	$48,000
MONTEREY BAY AREA	$22,965	$26,812	$15,000	$43,680
SOUTH BAY AREA	$28,334	$35,431	$19,352	$60,228
SAN JOAQUIN VALLEY	$21,228	$24,160	$17,000	$30,500
INLAND	$23,229	$27,438	$15,000	$38,986
BLACK GOLD	$25,053	$27,673	$18,024	$80,000
METROPOLITAN	$21,593	$24,836	$15,000	$37,000
SANTIAGO	$26,617	$31,372	$16,243	$55,488
SERRA	$21,878	$26,971	$7,200	$45,000

TABLE #17

SOURCES OF ANSWERS REPORTED BY RESPONDENTS TO THE CALIFORNIA LIBRARY SCHOOL RECRUITMENT PROJECT SURVEY OF LIBRARIES

	NUMBER OF LIBRARIES WITH OWN STATS	NUMBER OF LIBRARIES W/ PRSNNL DEPT DPT STATS	NUMBER USING PERSONAL RCLCTN	NUMBER USING STAFF RCLCTN
TOTAL	138	31	268	48
BY LIBRARY TYPE:				

ACADEMIC	41	9	77	17
PUBLIC	72	16	59	11
SPECIAL	25	6	132	20
BY REGION:				

NORTH STATE	7	1	10	1
NORTH BAY	4	0	13	2
MOUNTAIN-VALLEY	12	3	28	7
BAY AREA	22	2	54	10
49-99	5	1	4	0
PENINSULA	6	0	12	1
MONTEREY BAY AREA	2	2	7	2
SOUTH BAY AREA	10	1	16	5
SAN JOAQUIN VALLEY	7	2	4	1
INLAND	8	2	14	2
BLACK GOLD	6	3	9	0
METROPOLITAN	32	7	68	8
SANTIAGO	10	4	10	3
SERRA	7	3	19	6

TABLE #18
PERCENTAGES OF RESPONDENTS TO THE CALIFORNIA LIBRARY SCHOOL RECRUITMENT PROJECT SURVEY OF LIBRARIES USING VARIOUS SOURCES FOR SURVEY ANSWERS

	% OF LIBRARIES WITH OWN STATS	% OF LIBRARIES W/ PRSNNL DPT STATS	% USING PERSONAL RCLCTN	% USING STAFF RCLCTN
TOTAL	35.3%	7.9%	68.5%	12.3%
BY LIBRARY TYPE:				
ACADEMIC	36.0%	7.9%	67.5%	14.9%
PUBLIC	67.3%	15.0%	55.1%	10.3%
SPECIAL	14.7%	3.5%	77.6%	11.8%
BY REGION:				
NORTH STATE	50.0%	7.1%	71.4%	7.1%
NORTH BAY	21.1%	0.0%	68.4%	10.5%
MOUNTAIN-VALLEY	32.4%	8.1%	75.7%	18.9%
BAY AREA	30.6%	2.8%	75.0%	13.9%
49-99	50.0%	10.0%	40.0%	0.0%
PENINSULA	42.9%	0.0%	85.7%	7.1%
MONTEREY BAY AREA	20.0%	20.0%	70.0%	20.0%
SOUTH BAY AREA	41.7%	4.2%	66.7%	20.8%
SAN JOAQUIN VALLEY	50.0%	14.3%	28.6%	7.1%
INLAND	40.0%	10.0%	70.0%	10.0%
BLACK GOLD	35.3%	17.6%	52.9%	0.0%
METROPOLITAN	34.0%	7.4%	72.3%	8.5%
SANTIAGO	52.6%	21.1%	52.6%	15.8%
SERRA	25.9%	11.1%	70.4%	22.2%

CONCLUSIONS

The primary goal of this survey effort was to verify and document the need for especially children's and minority librarians. In both of these areas, the survey data does seem to verify the assumptions of the project.

With respect to minorities in librarianship, the data demonstrates the disparity between the proportions of minorities in this field and in California's population at large. It shows that the biggest imbalances are in the numbers of Black and Hispanic librarians; growth figures also suggest a potential future imbalance between the proportions of Asians in the field and in the population at large. As stated in the Librarians' Affirmative Action Handbook (Harvey and Dickinson, 1983), "too few minorities enter librarianship in the first place, and this is a barrier to effective affirmative action programming." It may also be a barrier to effective intercultural service in California libraries.

It seems therefore clear that the highest priority should be given to recruitment of Blacks and Hispanics into the California library profession. Priority should also be placed on recruiting Asians into the field, and monitoring the growth rate of California's Asian population. Furthermore, this documentation can be used to support such efforts until the time that new data can show that an adequate improvement has been made.

In the area of children's librarianship, one indicator of need may be in the reported number of qualified applicants per job opening. Tables 12A and 12B show that the average number of qualified applicants per position for children's librarian positions is 7, whereas the overall average number of applicants for public library positions is 10. A need for technical services librarians and for subject specialists, particularly in special libraries, may also be indicated by this measure. The average number of qualified applicants per position for technical services positions was 6 in public libraries and 4 in special libraries, while the corresponding figure for subject specialists in special libraries was also only 4.

Although there is wide variation in the number of qualified applicants reported for individual positions, the mean number of qualified applicants for specific specializations is less variable. The standard deviation among overall means for qualified applicants by position type is 2.54; for mean numbers of qualified applicants by position type in academic libraries, the standard deviation is 4.66; in public libraries, the same statistic is 2.91; and in special libraries, it is 0.80.

The data presented here also challenges the claim that children's librarians have lower salaries than other types of librarians. As far as public library salaries are concerned, the data collected by this survey does not support that claim. Salary figures presented in Tables 15D and 16A for children's librarians compare favorably to, and are not significantly different from, other public library salaries.

This survey indicated that few bilingual librarians are being hired as such, but it is clear from comments received that bilingual abilities are a selling point for librarians looking for work. Bilingualism in Spanish may provide an edge for those seeking employment in public libraries, and knowledge of any of a variety of languages might help those seeking academic or special library careers. But while knowledge of a language may provide an edge in the number of jobs for which a candidate may be competitive, it may not provide any edge in terms of salary.

The data presented here does provide a better picture of the situation regarding the need for particular types of specializations within the library field. It may also be possible to draw some conclusions from the survey results regarding the overall demand for librarians in California. Comparing past hiring patterns to future expectations, we see that library directors expect the need for librarians to remain fairly stable. Table 12A shows that the number of openings of all types reported by respondents has been very consistent over the past three years; Tables 9A through 9P show that libraries expect openings of much the same magnitude for each of the next three years.

Can this data be seen as an accurate predictor of the actual future situation? Those answering the survey -- primarily library directors, managers and administrators -- might be expected to take into account such things as library facility expansion, community, company, or school growth, and other factors that would affect the need for librarians, and would presumably be experts on these factors as far as their own libraries are concerned. If we can regard these factors as sufficient for making fairly good near-term approximations, then the predictions made by survey respondents may present a fair picture of what the near-term job situation will be for librarians in California.

However, at least one anomaly in the results provokes questions about the data on overall future demand. Table 7A shows that respondents expected 166 job openings during the last four months of 1986. This represents double the rate of openings for the previous 8 months of that year. Presumably, respondents should know openings figures for 1986 at least as accurately, if not more so, than the other years about which the survey asked. Does this then point to a latent increase in demand? Or is there simply an overlap in responses regarding 1986 past, current, and future job openings?

These questions, and others, suggest that further research is needed in this area. The survey results reported here suggest a few avenues for such potential research. For example, the data indicate that most openings for librarians will be due to attrition rather than the creation of new openings. Overall, 66.9% of librarian openings are expected to be due to attrition from the latter part of 1986 through 1989. The highest rate of jobs opening due to attrition occurs in the specialization of children's librarianship; 72% of openings anticipated are expected to be due to attrition.

These results do not indicate, however, if this expectation does turn out to be the case, why it might be true. Some have suggested that there may be a higher rate of retirement among children's librarians than in other specializations, and that this rate may even increase over the near future. Children's librarians may be leaving the specialization and going to other types of positions. Further research might first attempt to verify a higher attrition rate among children's librarians, and then look at why this may be the case.

In addition, reviewers of drafts of this report had suggestions for related studies. Another topic suggested for further research is the relationship between the job markets and labor pool sizes of teachers and librarians, and especially of children's librarians. If demand for teachers is high, is the flow of people into the library field affected, and how? A study of this question might also look at the relationship between demand for teachers and school librarians as compared to other types of librarians.

This survey looked at the need for librarians in public, special, and academic libraries on the mailing list of the California State Library. While the number of academic and public libraries themselves remains relatively static, the number of special libraries may be growing as private companies recognize the role of information in business success. At least one reviewer suggested that growth in the number of special library positions may be coming from new libraries, a sector this survey would not have covered. This work also did not cover the need for librarians by non-library employers. Another question for further research, then, would be: how much do new special libraries and non-library employment opportunities contribute to the need for librarians?

Additional research can help to answer these questions as well as others. Whatever the answers may be, it is important that such research continue to be pursued. It remains clear that library school recruitment efforts must be based on accurate data for library personnel needs.

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APPENDIX A

SURVEY FORMS USED

CALIFORNIA SOCIETY OF LIBRARIANS

CALIFORNIA LIBRARY SCHOOL RECRUITMENT PROJECT

P.O. Box 515
Glen Ellen, CA 95442
(707)996-6616

July 25, 1986

Dear Academic Library Director:

Early in 1986, the California Society of Librarians received an LSCA grant to help recruit more of the people libraries need into the state's library schools. Specifically, the California Library School Recruitment Project seeks to interest:

-more minorities in librarianship;
-more qualified applicants in children's librarianship;
-more qualified applicants in technical services;
-and more bilingual librarians.

In academic libraries, we are focusing on the need for more minorities, bilingual, technical services and children's literature librarians. To aid these efforts, the project is collecting information about past and expected future job openings in these areas. With the enclosed survey, we hope to verify and quantify anecdotal information about shortages of qualified librarians in the areas above, so we can better guide library school recruits into these areas.

The information we collect will be reported this November at the CLA Conference in Long Beach. Not only will our conference program discuss this important report, but it will also serve to introduce a subsequent series of workshops designed to train librarians as recruiters into the field.

I hope you will be able to help us with this crucial project by participating in our data-gathering effort at your earliest convenience. Please complete the enclosed survey form on both sides and return it in the envelope provided before August 25, 1986.

If you have any further questions about the Recruitment Project, please don't hesitate to contact me. Thank you for your participation.

Sincerely,

Katie Scarborough

Katie Scarborough
Project Director

California Library School Recruitment Project
Survey of Academic Libraries

DEFINITIONS for the purposes of this survey:
Librarian - a staff member whose work requires professional training and skill in library science.
Bilingual librarian - a librarian whose job description includes the requirement or preference for proficiency in one or more foreign languages.

1. How many librarians were employed at your library as of June 30th, 1986? Include unfilled positions if a search is currently underway; also include the director's position.

	individuals/FTE's
total # employed as librarians	__________/__________
total # of librarians holding MLS degrees	__________/__________

2. Is an MLS degree required for librarian positions at your library?
Yes________ No________
If yes, must the MLS be from an ALA-accredited program?
Yes________ No________

3. Of the total in question 1 above, how many were employed as:

	individuals/FTE's	salary range (annual)
bilingual librarians?	_________/_________	____________
technical services librarians?	_________/_________	____________
ethnic studies librarians?	_________/_________	____________
children's literature specialists?	_________/_________	____________

NOTE: If a position fits two categories, e.g., bilingual ethnic studies librarian, please include the position in each applicable category and indicate here the number(s) and name(s) of such position(s).

4. If you employ bilingual librarians, for what language(s) are they employed?

individuals/FTE's		individuals/FTE's	
________/________	Spanish	________/________	Vietnamese
________/________	Chinese	________/________	Korean
________/________	Japanese	________/________	Other(specify)______

5. How many ethnic minorities did your library employ as librarians as of June 30, 1986?

individuals/FTE's		individuals/FTE's	
________/________	Black	________/________	Native American
________/________	Asian	________/________	Pacific Islander
________/________	Hispanic	________/________	Other(specify)______

6. How many FTE positions do you expect to open each year or portion thereof between now and December 31st, 1989 for the following types of librarians? Please distinguish between the number of new positions you think will probably open (considering budget and other constraints), the number of new positions you would ideally like to see open (ignoring any potential constraints), and the number that will open due to attrition from existing positions.

	1986 (remainder) prob/ideal/att	1987 prob/ideal/att	1988 prob/ideal/att	1989 prob/ideal/att
bilingual				
technical services				
ethnic studies				
children's literature				
other				

PLEASE TURN OVER AND COMPLETE REVERSE SIDE.

7. Are there any types of openings you anticipate for librarians other than bilingual, technical services, ethnic studies, or children's literature specialists for which you think you may have a shortage of qualified applicants?

Yes__________ No__________

If yes, for what types of openings do you anticipate such shortages?

8. Please list below the positions for which your library has actively recruited librarians between January 1, 1984 and the present. Use an additional sheet of paper if necessary.

type opening	# FTE positions to fill	date opened (mo/yr)	salary range (yrly)	# qualified applicants	date filled (mo/yr; note if now open or never filled)

9. Please indicate the source of information for your responses (check as many as apply):

_____statistics kept by library
(please describe)

_____statistics kept by associated personnel department
(please describe)

_____personal recollection
_____personal recollection(s) of staff member(s)

10. COMMENTS:

NAME OF LIBRARY &/OR INSTITUTION___________________________________
(IMPORTANT: Please do not leave this line blank! The name of the library will not be released but will make possible correlation of answers with statistics from other sources. Individual responses to surveys will be kept confidential.)

DATE SURVEY COMPLETED ______________________

THANK YOU FOR YOUR PARTICIPATION. PLEASE RETURN COMPLETED SURVEY FORM TO BOX 515, GLEN ELLEN, CA 95442 IN THE ENVELOPE PROVIDED.

CALIFORNIA SOCIETY OF LIBRARIANS

CALIFORNIA LIBRARY SCHOOL RECRUITMENT PROJECT

P.O. Box 515
Glen Ellen, CA 95442
(707)996-6616

July 25, 1986

Dear Public Library Director:

Earlier this year, the California Society of Librarians received an LSCA grant to help recruit more of the people libraries need into the state's library schools. The California Library School Recruitment Project seeks to interest:

-more minorities in librarianship;
-more qualified applicants in children's librarianship;
-more qualified applicants in technical services;
-and more bilingual librarians.

To aid these efforts, the project is collecting information about past and expected future job openings in these areas. We already have anecdotal information about shortages of qualified children's, bilingual, technical services, and minority librarians, and seek to verify and quantify those so we can better guide library school recruits into these areas.

The information we collect will be reported this November at the CLA Conference in Long Beach. Not only will our conference program discuss this important report, but it will also serve to introduce a subsequent series of workshops designed to train librarians as recruiters into the field.

I hope you will be able to help us with this crucial project by participating in our data-gathering effort at your earliest convenience. Please complete the enclosed survey form on both sides and return it in the envelope provided before August 25, 1986.

If you have any further questions about the Recruitment Project, please don't hesitate to contact me. Thank you for your participation.

Sincerely,

Katie Scarborough

Katie Scarborough
Project Director

California Library School Recruitment Project
Survey of Public Libraries

DEFINITIONS for the purposes of this survey:

Librarian - a staff member whose work requires professional training and skill in library science.

Bilingual librarian - a librarian whose job description includes the requirement or preference for proficiency in one or more foreign languages.

Children's services librarian - a librarian whose chief responsibility is service to children. This does not include young adult specialists.

1. How many librarians were employed at your library as of June 30th, 1986? Include unfilled positions if a search is currently underway; also include the director's position.

	individuals/FTE's
total # employed as librarians	__________/__________
total # of librarians holding MLS degrees	__________/__________

2. Is an MLS degree required for librarian positions at your library?

Yes________ No________

If yes, must the MLS be from an ALA-accredited program?

Yes________ No________

3. Of the total above, how many were employed as:

	individuals/FTE's	salary range (annual)
-bilingual librarians?	_________/_________	____________
-technical services librarians?	_________/_________	____________
-children's services librarians?	_________/_________	____________

NOTE: If a position fits two categories, e.g., bilingual children's services librarian, please include the position in each applicable category and indicate here the number(s) and name(s) of such position(s).

4. If you employ bilingual librarians, for what language(s) are they employed?

individuals/FTE's

________/________Spanish
________/________Chinese
________/________Japanese

individuals/FTE's

________/________Vietnamese
________/________Korean
________/________Other(specify)______

5. How many ethnic minorities did your library employ as librarians as of June 30, 1986?

individuals/FTE's

________/________Black
________/________Asian
________/________Hispanic

individuals/FTE's

________/________Native American
________/________Pacific Islander
________/________Other(specify)______

6. How many FTE positions do you expect to open each year or portion thereof between now and December 31st, 1989 for the following types of librarians? Please distinguish between the number of new positions you think will probably open (considering budget and other constraints), the number of new positions you would ideally like to see open (ignoring any potential constraints), and the number that will open due to attrition from existing positions.

	1986 (remainder) prob/ideal/att	1987 prob/ideal/att	1988 prob/ideal/att	1989 prob/ideal/att
bilingual				
technical services				
children's services				
other				

PLEASE TURN OVER AND COMPLETE REVERSE SIDE.

7. Are there any types of openings you anticipate for librarians other than bilingual, technical services, or children's services librarians for which you think you may have a shortage of qualified applicants?

Yes__________ No__________

If yes, for what types of openings do you anticipate such shortages?

8. Please list below the positions for which your library has actively recruited librarians between January 1, 1984 and the present. Use an additional sheet of paper if necessary.

type opening	# FTE positions to fill	date opened (mo/yr)	salary range (yrly)	# qualified applicants	date filled (mo/yr; note if now open or never filled)

9. Please indicate the source of information for your responses (check as many as apply):

_____statistics kept by library
(please describe)

_____statistics kept by associated personnel department
(please describe)

_____personal recollection
_____personal recollection(s) of staff member(s)

10. COMMENTS:

NAME OF LIBRARY___________________________________
(IMPORTANT: Please do not leave this line blank! The name of the library will not be released but will make possible correlation of answers with statistics from other sources. Individual responses to surveys will be kept confidential.)

DATE SURVEY COMPLETED ________________________

THANK YOU FOR YOUR PARTICIPATION. PLEASE RETURN COMPLETED SURVEY FORM TO BOX 515, GLEN ELLEN, CA 95442 IN THE ENVELOPE PROVIDED.

CALIFORNIA SOCIETY OF LIBRARIANS

CALIFORNIA LIBRARY SCHOOL RECRUITMENT PROJECT

P.O. Box 515
Glen Ellen, CA 95442
(707)996-6616

July 25, 1986

Dear Special Library Manager:

Earlier this year, the California Society of Librarians received an LSCA grant to help recruit more of the people libraries need into the state's library schools. Specifically, the California Library School Recruitment Project seeks to interest:

-more minorities in librarianship;
-more qualified applicants in children's librarianship;
-more qualified applicants in technical services;
-and more bilingual librarians.

At special libraries, we expect recruitment needs to be primarily in the areas of technical services and recruitment of minorities. To aid these efforts, the project is collecting information about past and expected future job openings in these areas. With the enclosed survey, we seek to verify and quantify anecdotal information about shortages of qualified minorities and technical services librarians, so we can better guide library school recruits into these areas.

The information we collect will be reported this November at the CLA Conference in Long Beach. Not only will our conference program discuss this important report, but it will also serve to introduce a subsequent series of workshops designed to train librarians as recruiters into the field.

I hope you will be able to help us with this crucial project by participating in our data-gathering effort at your earliest convenience. Please complete the enclosed survey form on both sides and return it in the envelope provided before August 25, 1986.

If you have any further questions about the Recruitment Project, please don't hesitate to contact me. Thank you for your participation.

Sincerely,

Katie Scarborough

Katie Scarborough
Project Director

California Library School Recruitment Project
Survey of Special Libraries

DEFINITIONS for the purposes of this survey:
Librarian - a staff member whose work requires professional training and skill in library science.
Bilingual librarian - a librarian whose job description includes the requirement or preference for proficiency in one or more foreign languages.

1. How many librarians were employed at your library as of June 30th, 1986? Include unfilled positions if a search is currently underway; also include the manager's position.

individuals/FTE's

total # employed as librarians __________/__________
total # of librarians holding MLS degrees __________/__________

2. Is an MLS degree required for librarian positions at your library?
Yes________ No________
If yes, must the MLS be from an ALA-accredited program?
Yes________ No________

3. Of the total in question 1 above, how many were employed as:

	individuals/FTE's	salary range (annual)
-bilingual librarians?	_________/_________	____________
-technical services librarians?	_________/_________	____________

NOTE: If a position fits both categories, e.g., bilingual technical services librarian, please include the position in each applicable category and indicate below the number(s) and name(s) of such position(s).

4. If you employ bilingual librarians, for what language(s) are they employed?

individuals/FTE's

________/________Spanish
________/________Chinese
________/________Japanese

individuals/FTE's

________/________Vietnamese
________/________Korean
________/________Other(specify)______

5. How many ethnic minorities did your library employ as librarians as of June 30, 1986?

individuals/FTE's

________/________Black
________/________Asian
________/________Hispanic

individuals/FTE's

________/________Native American
________/________Pacific Islander
________/________Other(specify)_______

6. How many FTE positions do you expect to open each year or portion thereof between now and December 31st, 1989 for the following types of librarians? Please distinguish between the number of new positions you think will probably open (considering budget and other constraints), the number of new positions you would ideally like to see open (ignoring any potential constraints), and the number that will open due to attrition from existing positions.

	1986 (remainder)	1987	1988	1989
	prob/ideal/att	prob/ideal/att	prob/ideal/att	prob/ideal/att
bilingual				
technical services				
other				

PLEASE TURN OVER AND COMPLETE REVERSE SIDE.

7. Are there any types of openings you anticipate for librarians other than bilingual or technical services librarians for which you think you may have a shortage of qualified applicants?

Yes__________ No__________

If yes, for what types of openings do you anticipate such shortages?

8. Please list below the positions for which your library has actively recruited librarians between January 1, 1984 and the present. Use an additional sheet of paper if necessary.

type opening	# FTE positions to fill	date opened (mo/yr)	salary range (yrly)	# qualified applicants	date filled (mo/yr; note if now open or never filled)

9. Please indicate the source of information for your responses (check as many as apply):

_____statistics kept by library
(please describe)

_____statistics kept by associated personnel department
(please describe)

_____personal recollection
_____personal recollection(s) of staff member(s)

10. COMMENTS:

NAME OF LIBRARY &/OR COMPANY___________________________________
(IMPORTANT: Please do not leave this line blank! The name of the library will not be released but will make possible correlation of answers with statistics from other sources. Individual responses to surveys will be kept confidential.)

DATE SURVEY COMPLETED ______________________

THANK YOU FOR YOUR PARTICIPATION. PLEASE RETURN COMPLETED SURVEY FORM TO BOX 515, GLEN ELLEN, CA 95442 IN THE ENVELOPE PROVIDED.

APPENDIX B

SURVEY OF CALIFORNIA'S LIBRARY SCHOOL STUDENTS

In the course of developing the survey of libraries, those involved in the Recruitment Project decided that a survey of California's library school students might also be helpful. Such a survey could find out what sorts of library jobs students wanted to fill, what their backgrounds were, and why they decided to go to library school in the first place. Results could also be compared to the results of the survey of libraries to note any significant similarities or discrepancies.

A survey was developed that asked questions along these lines, as shown in Figure 1, and was distributed at each of California's three library schools in September of 1986. A total of 162 survey responses were received, 56 from U.C. Berkeley's School of Library and Information Studies, 61 from UCLA's School of Library and Information Science, and 45 from San Jose State University's Division of Library and Information Science.

Questions 1 through 11 on the survey form solicited background information from responding students. Responses indicated that overall, responding library school students were 74% female, and 26% male; 84% white, which is almost exactly the same as the proportion in librarians reported by surveyed libraries; and 62% age 30 or older. In response to question #8, 69% of responding students claimed at least some skills in a language other than English, and for 25%, at least some of those skills are in Spanish. Responses to questions #6 and #7 showed that 18% already have other graduate degrees and 5% are in another degree program concurrently.

A total of 91 or 57% of the responding students received their undergraduate degrees in California. Almost the same proportion, although not the same respondents, plan to look for work only in California when they finish library school. In response to question #12, 40% said they would look for work both in and out of California and only 3% said they would not look for work in California at all.

The survey asked those students who did plan to work in California to name the specific area of the state in which they would do so. In response to question #13, 32% said they would look for work statewide; the rest were more particular. The results indicated that if students do limit the geographic range for their job search, they tend to pick a specific area fairly close to their library school within which to look for work.

Students indicated their career interests in terms of setting and specialty in response to questions #16 and #17. The highest proportion of respondents, or 35%, expressed an interest in academic libraries; 28% said they'd be interested in working in public libraries; and 26% wanted special library careers. This contrasts with the results of the survey of libraries, which indicate that the highest proportion of job openings for librarians in the next few years will be in public libraries.

When indicating choice of specialty within the field, 17% of responding students expressed an interest in a children's services career, and the same proportion expressed an interest in technical services. In comparison, there is an average of about 29% of the openings expected by library survey respondents in children's librarianship. In other words, there is a higher proportion of openings in children's librarianship than there are students interested in going into that area. The highest proportion of students--40%--were interested in adult services, while 9% were considering management, 3% wanted to specialize in services for linguistic minorities, and about 1% wished to provide services to the institutionalized.

Students expectations of starting salary ranges appeared to be fairly realistic. A total of 76 respondents, or 47%, expected a starting salary between $20,000 and $25,000 per year; 24% expected one between $25,000 and $30,000 annually. Salary expectations appeared to be slightly higher among UCLA students than at either Berkeley or San Jose State.

Finally, questions #15 and #18 deal with the factors that may have initially interested the surveyed students in pursuing a library school degree. The single most important reason given for attending library school was that the respondent had worked in a library and liked it; 39% gave this as one of the two most important factors influencing their decision to go to library school. Other significant reasons included wanting to be in an educational or academic job environment, indicated by 23%; having a love of books or reading, also indicated by 23%; an interest in computer science, expressed by 21%; the desire to combine librarianship with a subject specialty, expressed by 20%; and a desire to work with or serve people, also listed by 20% as one of the two most important reasons they chose a library career.

More detailed survey response figures are provided in Figures 2 through 12.

FIGURE 1 - FORM USED FOR SURVEY OF LIBRARY SCHOOL STUDENTS
California Library School Recruitment Project
Survey of Library School Students

1. Date entered library school(month/year): ____________________
2. Date of expected graduation(month/year): ____________________
3. Occupation prior to library school: _________________________

4. College/university from which undergraduate degree received:

5. Undergraduate major:

6. Do you have another graduate degree? _____Yes _____No
Degree(MA, PhD, etc.)_________Subject___________________________

7. Are you now enrolled in another graduate program?____Yes ____No
Degree goal(MA, PhD, etc.)_________Subject___________________________

8. If you speak, read or write any languages other than English, please indicate with S, R, and/or W below, for all that apply.

________Spanish ________Vietnamese ________French ________German
________Chinese ________Russian ________Japanese ________Cambodian
________Korean
________Other(specify)_______________________________________

9. What is your age?________ 10. Gender? M_____ F_____

11. To what ethnic group do you belong?

_____Black _____Native American _____Asian _____Hispanic
_____Pacific Islander _____White
_____Other(specify)_____________________________________

12. After you finish school, will you seek employment in California?

_____Yes, in California only. _____No
_____Yes, both in and out of California.

13. If you answered yes to the above question, in what area of California will you look for work? Please check ONE only.

_____Statewide
_____Northern California only
_____Southern California only
_____San Francisco Bay area only
_____Los Angeles area only
_____Central Valley only
_____Only within a certain city or county(specify)____________
____
_____Other:________________

14. What starting salary range do you expect?

_____Less than $15,000/year
_____$15,000 - $20,000/year
_____$20,001 - $25,000/year
_____$25,001 - $30,000/year
_____$30,001 - $35,000/year
_____More than $35,000/year

15. What are your TWO main reasons for attending library school?

_____love of books and/or reading
_____interest in research
_____interest in computers or information science
_____liked MLS program and/or courses
_____worked in a library and liked it
_____influence of another librarian
_____desire to work with and/or serve people
_____desire to be in an educational/academic environment
_____opportunity to combine librarianship with special interest
    _____Law _____History _____Health/Medicine
    _____Art _____Business _____Other(specify)_____
_____desire to work with special population group:
    _____ethnic/linguistic minorities _____children
    _____handicapped/institutionalized _____other(specify)
_____Other:____

16. In what setting do you hope to work after getting your degree?

_____school library _____public library
_____academic library _____special library
_____information services in non-library setting
_____other (specify)______________________________

17. What functional specialty do you wish to pursue?

_____technical services _____adult reference
_____children's services _____management
_____services to linguistic minorities
_____services to institutionalized or handicapped
    _____other:____

18. What were the most important factors influencing your choice of setting and specialty in questions 15 and 16, above? Please choose TWO in each column.

_____ _____high salaries
_____ _____apparent job availability and/or job security
_____ _____opportunity for advancement
_____ _____interest in subject matter
_____ _____opportunity for challenging and/or varied work
_____ _____opportunity to work independently
_____ _____affinity with prospective co-workers
_____ _____opportunity to serve others
_____ _____opportunity to exercise authority/influence
_____ _____prior job experience in the area
_____ _____influence of librarian or mentor in field
_____ _____other:__________________________________

COMMENTS:

Figure 2. Occupation of responding students prior to entering library school

Library assistant	45
Educator	20
Student	16
Clerical worker	15
Computer/information science	6
Homemaker/parent	6
Retail job in bookstore	5
Retail job in other setting	4
Librarian	5
Counselor/social worker	4
Attorney	3
Other legal worker	2
Other professional	2
Not stated	2
Miscellaneous	26

Figure 3. Undergraduate majors of responding students

American Studies	1
Anthropology	4
Art or Art History	6
Biblical Studies	3
Business Administration	4
Chemistry	3
Classics	1
Communications	4
Comparative Cultures	1
Drama	3
Ecology	1
Economics	3
Education	11
English or English Literature	21
Environmental studies	3
French	2
Geology	1
German	3
History	26
Home Economics	6
Humanities	4
International Relations	2
Latin	1
Liberal Studies	6
Linguistics	1
Music	8
Naval Science	1
Philosophy	4
Physical Education	1
Political Science	3
Psychology	6
Scandinavian languages	1
Slavic languages	1
Sociology	3
Spanish or Spanish Literature	4

Figure 4. Number of responding students having or pursuing another graduate degree

Already have another grad degree	28
Master's degrees	23
PhD's	2
JD's	3
Concurrently seeking another grad degree	8
Master's degrees	7
PhD's	1

Figure 5. Age of responding students

Number of students that are age:

20-29	62
30-39	62
40-49	24
Over 50	10
Declined to state	4

Figure 6. Gender and ethnic background of responding students

	Male	Female	Total
Asian or Pacific Islander	5	14	19
Black	1	0	1
Hispanic	1	1	2
Native American	0	1	1
Other ethnic	0	1	1
White	33	103	136
Declined to state	2	0	2
Total	42	120	162

Figure 7. Number of students to seek employment in California

In California only	91
Both in and out of California	64
Outside California only	7

Figure 8. Areas of California in which students plan to seek work

Statewide	52
Northern California only	29
Southern California only	9
San Francisco Bay area only	34
Los Angeles area only	12
Central Valley only	0
Other:	
Coastal California	5
Santa Clara County	3
Sacramento	2
Contra Costa County	1
Monterey County	1
North Bay Counties	1
Orange County	1
San Fernando Valley	1
Santa Cruz County	1

Figure 9. Starting salary ranges expected by responding students

Less than $15,000/year	2
$15,000 - $20,000/year	30
$20,001 - $25,000/year	76
$25,001 - $30,000/year	39
$30,001 - $35,000/year	10
More than $35,000/year	3
No expectation indicated	2

Figure 10. Main reasons responding students decided to attend library school

37	love of books and/or reading		
22	interest in research		
34	interest in computers or information science		
3	liked MLS program and/or courses		
63	worked in a library and liked it		
12	influence of another librarian		
32	desire to work with and/or serve people		
38	desire to be in an educational/academic environment		
32	opportunity to combine librarianship with special interest		
		5	Law
		2	Art
		4	History
		3	Business
		1	Health/Medicine
		14	Other
16	desire to work with special population group:		
		3	ethnic/linguistic minorities
		1	handicapped/institutionalized
		9	children
8	Other		

Figure 11. Setting in which responding students hope to work after getting the library school degree

12	school library
56	academic library
25	information services in non-library setting
46	public library
42	special library
9	other

Figure 12. Functional specialties responding students wish to pursue

28	technical services
28	children's services
65	adult reference
15	management
5	services to linguistic minorities
1	services to institutionalized or handicapped

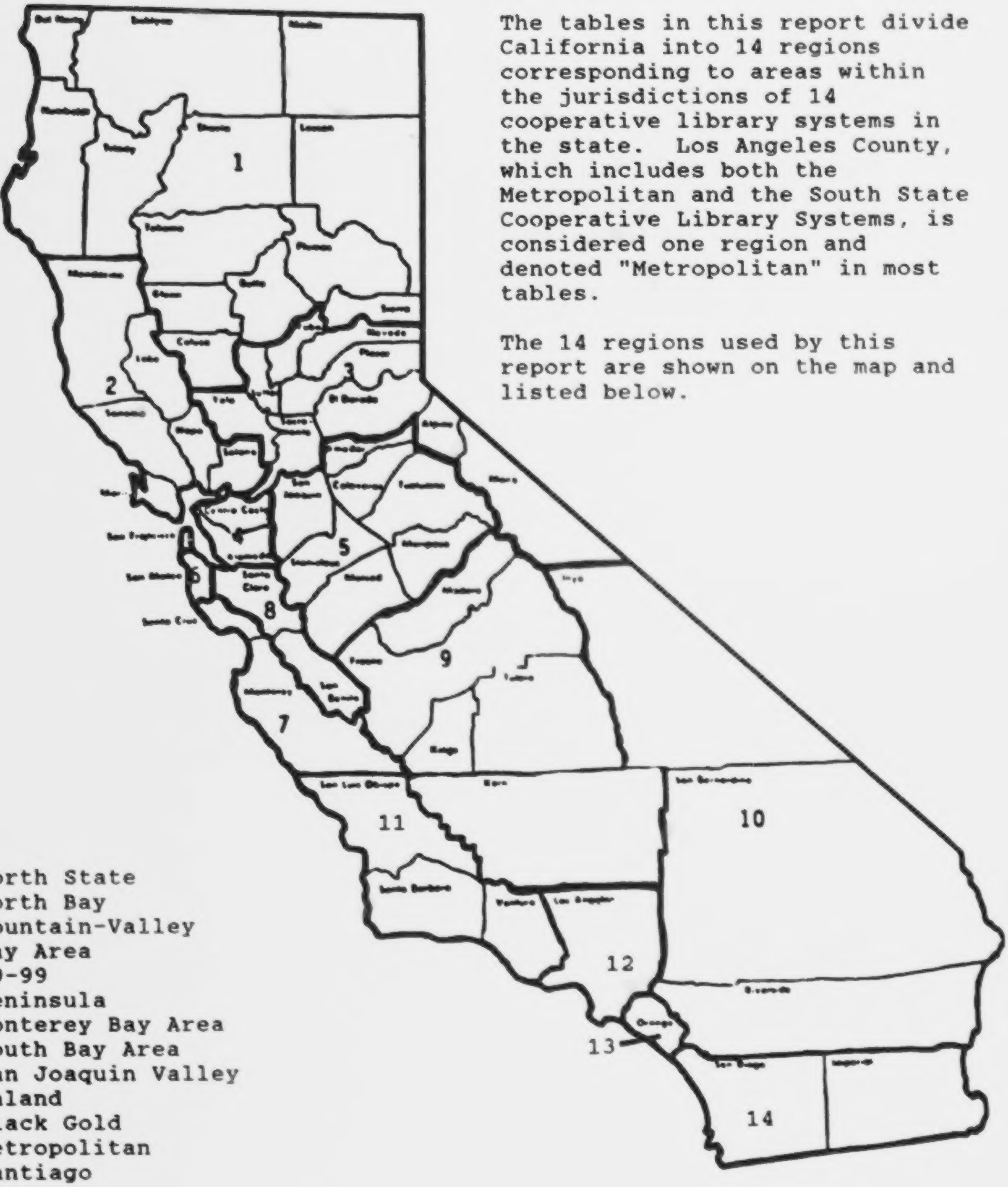
APPENDIX C

REGIONS USED FOR TABLE BREAKDOWNS

REGIONS USED IN TABLE BREAKDOWNS

The tables in this report divide California into 14 regions corresponding to areas within the jurisdictions of 14 cooperative library systems in the state. Los Angeles County, which includes both the Metropolitan and the South State Cooperative Library Systems, is considered one region and denoted "Metropolitan" in most tables.

The 14 regions used by this report are shown on the map and listed below.


1
2
3
4
5
6
7
8
9
10
11
12
13
14
Contra Costa
San Francisco
San Mateo
Santa Clara
Santa Cruz
Inyo
Kings
Kern
San Luis Obispo
San Bernardino
Santa Barbara
Ventura
Los Angeles
Orange
San Diego
Imperial

1. North State
2. North Bay
3. Mountain-Valley
4. Bay Area
5. 49-99
6. Peninsula
7. Monterey Bay Area
8. South Bay Area
9. San Joaquin Valley
10. Inland
11. Black Gold
12. Metropolitan
13. Santiago
14. Serra

The California Library School Recruitment Project, funded by the Library Services and Construction Act and administered by the North Bay Cooperative Library System from March 1986 to September 1987, surveyed staffing needs at California's libraries during August and September, 1986. This report is based on the results of that survey.

Carried out by the California Society of Librarians, the project also produced a series of recruitment brochures, *From Books to Bytes: Careers for Librarians and Information Professionals* and a handbook, *Promote the Profession: A Recruitment Handbook for Librarians and Information Professionals.* These publications were used in the establishment of an ongoing librarians' recruitment network within California.

The California Society of Librarians (CSL) is a constituent organization of the California Library Association (CLA). For more information about the California Library School Recruitment Project or its publications, contact the CLA office at 717 K Street, Suite 300, Sacramento, CA 95814.